


The Professional Bulletin  for Enlisted

# LINK

April-June 2002

Men and Women  of the United States Navy

Volume 2/02



***‘Project SAIL’ Unfurled p. 4***



## Commander, Navy Personnel Command RADM G. L. Hoewing



I had the honor of briefing my fellow Admirals at the recent, All Flag Officer Conference on a number of changes to the detailing process designed to benefit each of you as individuals while improving the personnel readiness of the Navy as a whole. Collectively, these transformational programs have been entitled by the CNO as “Project SAIL” or Sailor Advocacy through Interactive Leadership.

At the heart of Project SAIL is the cultural change recently adopted in the enlisted distribution process known as “Sailor Advocacy,” which involves increased interaction between you, your command, and your detailer to expand your options and build a career blueprint that will benefit you and your family. More information about Sailor Advocacy is available at [www.staynavy.navy.mil](http://www.staynavy.navy.mil) in the new section called “Squawk Box.”

Project SAIL is comprised of several programs focused on improved mission capability and the growth and development of Sailors, from Recruits to Master Chiefs. NAVADMIN 070/20, available at [www.bupers.navy.mil](http://www.bupers.navy.mil) by clicking on “Messages,” details many of the current programs we are implementing with the assistance of every command in the Navy.

Some elements of Project SAIL that I think you will find interesting include:

- Super JASS: JASS is being reengineered to make it more useful. It will display all the billets available during a requisition cycle with associated incentives (such as LSRB or follow-on guarantees) and requirements (like Guard 2000).
- Team Detailing: A Command Team Coordinator from PERS-4 will be assigned to work with members of every command in the Navy to record and monitor your preferences 13 months prior to your transfer. This information will be passed to your detailer early so they can start working with you and your command retention team earlier in the detailing process.
- Dynamic Incentivization: Incentive packages are being funded to encourage Sailors to take specific assignments. The Location Selective Reenlistment Bonus pilot program began recently and for Sailors in some ratings, it's the first SRB for which they have ever qualified. Please check out NAVADMIN 032/02 to see if there is a location you would like to transfer to that also pays you a bonus.
- NPC Sailor Response Center: By May, we will open an NPC call center and stock it with knowledgeable people to answer your personnel questions. If they can't answer your question, they will connect you directly to a subject matter expert that can. Watch [www.bupers.navy.mil](http://www.bupers.navy.mil) for the announcement of the call center's opening and the telephone number.

We look forward to hearing from you and serving you with the same dedicated service you are providing our Navy and our Nation. Thank you for what you do for our Navy.

  
G. L. Hoewing  
Rear Admiral, U.S. Navy

# LINK

**Volume 2/02**

**April-June 2002**

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## Mission of the Navy

*The Mission of the Navy is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.*

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Cover photo: Aircrew are lifted from the flight deck of the carrier USS John F. Kennedy (CV 67) during a Special Purpose Insertion/Extraction (SPIE) exercise. The Kennedy and its embarked Carrier Air Wing (CVW 7) relieved USS Theodore Roosevelt (CVN 71) and is currently conducting missions in support of Operation Enduring Freedom. U.S. Navy photo by Photographer's Mate 1st Class Jim Hampshire. (RELEASED)

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# Project Sail: New Program Unfurled

Project SAIL (Sailor Advocacy through Interactive Leadership) a program unfurled at the recent All-Flag Officer conference in Orlando, Fla., is transforming the way detailing works for mission readiness, while making Sailors the focus of the detailing process.

The program was developed in response to fleet and individual Sailor input. It combines changing the philosophy of how Sailors are detailed with capturing Web-based technology to improve communications between the fleet, detailers and Sailors.

"Our Sailors have dedicated themselves to a lifestyle of service," said Chief of Naval Operations Adm. Vern Clark. "Project SAIL will, in return, ensure they and their families have more resources, information and options to help shape their careers."

Rear Adm. Jake Shuford, head of Navy Personnel Command's 400 detailers, said, "By working with each Sailor and teaming with command leadership, we focus on the individual in a career context. The objective is improved readiness through a better understanding of each Sailor's needs and abilities."

A key feature of Project SAIL is Team Detailing, the integration of detailers with each command's retention team. Team Detailing relies on a spreadsheet of all Sailors transferring within one year. The teaming spreadsheet includes Sailors' preferences, special competencies, family and career considerations and additional comments from the command's career development board.

The goal is to exchange information early in the detailing process. This is accomplished by importing this spreadsheet information into the Job Assignment and Selection System (JASS). This is the first in a series of planned upgrades to turn JASS into "Super JASS," and make it more useful with a wider range of Sailor options.

Early indications show the tools and concepts associated with Project SAIL are working. Aboard USS Thach (FFG 43), first-term reenlistment rates for the first three quarters of fiscal year 2001 increased from 33 percent to 50 percent; first-term attrition fell from 33 percent to 20 percent. The "Fighting Redcocks" of Strike Fighter Squadron 22 experienced similar success, when 29 of 30 Sailors recently received their preference on orders — preferences shaped through a healthy mentoring process within the command.

Detailers are now becoming part of the mentoring process. Early, planned communication with detailers and command career development

boards is making Sailors aware of important information concerning their future options.

"This is a major shift in the philosophy of detailing," said Shuford. "The detailer now becomes the Sailor's advocate."

Working in conjunction with the Sailor's command retention team, detailers factor in the needs of the Sailor and family, location options and billet desires. Matching the needs of the Navy with the desires and abilities of Sailors isn't difficult in most cases, according to Shuford. The end result will be expanded options for the Sailor, greater trust and satisfaction with the detailing process and better fleet readiness because detailers are more likely to match each Sailor with an assignment he or she is motivated for and views in a career context.

Additional tools, such as technology, are being used to ensure Sailors' success. San Diego's Military Entrance Processing Station (MEPS) is currently using the pilot program for a new classification system called Rating Identification Engine (RIDE). The program looks at a recruit's aptitude, personality and interests before classification decisions are made. RIDE improves the likelihood that prospective Sailors will begin their Navy careers in the right rating for them.

The Navy's 3,400 master chief petty officers will become the first Sailors to be detailed using Web-based technology beginning in September. In many cases, detailing will focus on their leadership abilities within certain skill areas, as opposed to rating specific assignments. This flexibility opens up billets not previously available. An important byproduct of this initiative will be a reduction in the number of E-9 billets gapped at sea. Detailing master chiefs based on leadership and management skills, rather than just more narrowly defined rating skills, will better serve fleet leadership needs.

SAIL includes several major initiatives that will move the Navy to a Web-based, incentive-driven, technology-enabled distribution system over the next several years. An example of future initiatives within Project SAIL is Distribution Incentive Pay. What happens when orders show up on requisitions for which no one wants to reenlist? Distribution incentives, like the recently enacted Location Selective Reenlistment Bonus (LSRB) pilot program, offer monetary bonuses to Sailors who are willing to transfer to less popular, yet career-enhancing assignments. For more information on Sailor Advocacy go to "Squawk Box" at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

# News from the CMC Chief Detailer

Greetings fun seekers! Here are some bits and bytes concerning our program I thought I'd throw out there for you to chew on this time.

### **Rating Status:**

The following ratings are now in effect and all board selected (9580) Command Master Chiefs should be using them.

CMDCM – Board Selected and detailed 9580 Command Master Chief

CNOCM – CNO Directed Command Master Chief

FORCM – Force Master Chief

FLTCM - Fleet Master Chief  
MCPON - Master Chief Petty Officer of the Navy

The rating and title become effective upon selection. However, you can't wear the badge until you actually relieve and fill a valid CMC billet. The 9580 NEC will be awarded once your orders to a CMC billet are written. Attendance at the US Navy Senior Enlisted Academy is required prior to filling a CMC billet, but the school is not tied to the NEC. Your SDAP starts once you assume the office of CMC at your command.

I am told that our new ratings will be reflected in the various databases beginning this spring. This should result in orders and other documents appearing with our new rating vice your previous rating. If for any reason your 9580 NEC should be removed, you immediately convert back to your previous rating.

There are several post tour CMC positions which retain the

CMDCM rating. They are; CMC Detailer, Center for Career Development (4 slots), MCPON EA, PERS 6 Single Sailor Program Manager, and Senior Enlisted Academy Facilitators.

### **Detailing notes :**

I detail off a nine-month moving PRD window as do all detailers. This means if you are contemplating extending at your current command you must contact me prior to the nine-month mark. Once the billet hits my requisition I will issue it to another CMC. Even though your actual PRD window begins at the nine-month mark I will be glad to talk to you at any time concerning your career desires. However, my policy with regards to writing orders is that I cannot lock you into a billet until you are into the nine-month window. There is no such thing as being "penciled in" a billet. In order to be as fair as possible with all concerned I must treat most of the billets on a PRD roller priority basis.

Now, there are billets that are special and require special attention. Some of these are the big deck ships and large shore commands. Usually the requisite Force Master Chiefs have a cut on these details simply because of the magnitude of the job. If you've planned your career in such a way as to feel you are ready for a large command such as just mentioned, please call me for specifics and contact the proper Force Master Chief to see if that is the case. Additionally, there are many Flag jobs available throughout the year.

These are called Nom jobs because a nomination package is usually required to be submitted for consideration by the Flag. These by name details are special, and if you are interested in them please contact me for more info.

### **EFM importance:**

I need the computer to reflect your EFM status correctly, and I need to know BEFORE we negotiate that you are an EFM detail. This makes a big difference on how we write orders. The same goes with spouse co-location - I need to know early.

### **Some references:**

- CMC Program – OPNAVINST 1306.2D
- Senior Enlisted Academy: ENLTRANSMAN 9.24
- Twilight Tour- ENLTRANSMAN Chap 11
- EFM Program- OPNAVINST 1754.2A
- SPOUSE CO-LO – ENLTRANSMAN 3.21

Lastly, the CMC program needs more female applicants! We have 25 female CMCs in the program out of a total of over 700 Command Master Chiefs total. I know there are some great female senior enlisted leaders out there as exemplified by CMDCM(SW/AW) Jackie Diosa who was recently selected to be our first female Force Master Chief. She is the prospective BUMED Force Master Chief.

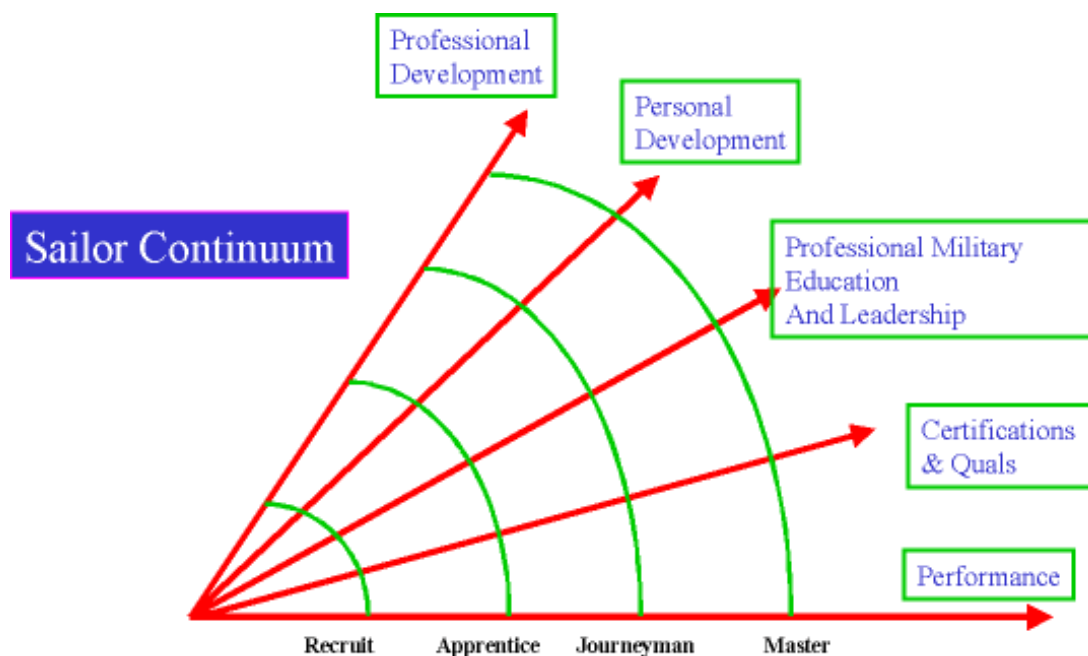
Until next time, take care shipmates!

*CMDCM(SW) V.E. Balla Jr.  
PERS 40FF*

## Career Information

# Sailor Continuum: Keeping Sailors Ready

Task Force for Excellence through Commitment to Education and Learning (EXCEL) created the “Sailor Continuum” as the vehicle to drive the “Revolution in Training.” The five-vectored continuum is the model upon which Sailor development is being charted.



Each vector represents an area of development that, when combined, creates a holistic approach to developing Sailors professionally and personally, throughout their careers.

The five vectors are: Professional Development (occupational field proficiencies and training); Personal Development (life skills, that includes financial planning and management, health and safety, and college-level general studies courses); Professional Military Education and Leadership (leadership training); Certifications and Qualification (industry credentials related to Navy occupational field and unit-level qualifications such as watch standing); and Performance (assessment of proficiency in each vector).

“The continuum is going to increase mission effectiveness by providing the Fleet with a stable and balanced work force that is smarter and more motivated,” said Rear Adm. Harry Ulrich, Director of Task Force EXCEL.

For each Navy occupational field a continuum will be created, allowing Sailors to see exactly what skills and abilities they must possess, and the corresponding training available, at any point in their career. The continuum also provides Sailors a greater opportunity to earn college degrees (undergraduate and graduate) and industry certifications by incorporating them into the continuum as a required part of Sailor development. By employing the standards already being used by related industry, the Navy is putting Sailors on an even level with their non-military counterparts.

“We must create an environment that motivates Sailors to excel, both professionally and personally,” said Ulrich. “We want our Sailors to be not only employed, but employable.”

Task Force EXCEL is the catalyst for the “Revolution in Training,” the Chief of Naval Operations’ top action item for the year. For more information on the Sailor Continuum, Task Force EXCEL and the “Revolution in Training,” visit [www.excel.navy.mil](http://www.excel.navy.mil).

*JO2 J. D. Walter, Task Force EXCEL Public Affairs*

## Career Information

# Navy Senior Enlisted Academy

The Senior Enlisted Academy (SEA) is open to all active duty and reserve Senior and Master Chief Petty Officers. Through a challenging nine-week educational experience, the SEA improves senior Sailors' management and leadership ability by exposing them to a variety of leadership models and encouraging them to solve problems.

Applications should be completed IAW ENLTRANSMAN 9.24. Basically, the application consists of a 1306/7 request signed by the Commanding Officer, not the career counselor by direction, along with a Special Program Screening Form (section "A" only). That's all you need. Mail the documents to: Navy Personnel Command, 5720 Integrity Drive, Millington, TN 38055. (Attn: PERS-40FF). A faxed copy will be accepted but the "original" with the CO's signature must be received prior to the announced deadline. Board schedules and package submission cutoff dates are posted on the BUPERS Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil), under "PERS-40," then "CMC Detailer/SEA Placement" page.

If selected you may be considered for the Air Force Senior NCO Academy or the U.S. Army Sergeant Major Academy.

For the Navy SEA, the Fall selection board selects personnel for the August and October SEA classes. The Spring selection board selects personnel for the January, March and May SEA classes. If your name appears on the NAVADMIN as a selectee, you *must* call or E-mail the CMC Detailer at [p40ff@persnet.navy.mil](mailto:p40ff@persnet.navy.mil) or the admin assistant at [p40ff1@persnet.navy.mil](mailto:p40ff1@persnet.navy.mil) in order to determine which class seat you will be given and whether you will go PCS or TAD. If you do not call or E-mail and negotiate your seat by the time the classes convene, your seat will be given up. Seats for the SEA are extremely valuable and there is never a shortage of qualified candidates.

### DOs and DON'Ts

- Do ensure your package is complete as per the above criteria. Don't call the CMC Detailer to ask if there is more to that application than what is listed.
- Do ensure you mail your package in a timely fashion to reach NPC by the announced deadline.

- Do wait for the selectee list to be published via NAVADMIN. Don't call the CMC Detailer to find out if you have been selected.

- Do check the SEA Web Site at [www.cnet.navy.mil/sea](http://www.cnet.navy.mil/sea) for information and details pertaining to the COI. Don't call the CMC Detailer to ask questions about the S.E.A. that can be answered by doing some simple research. This goes for the Air Force SNCOA and Army SMA. Their Web Sites are [www.au.af.mil/au/cepme/sncoa/sncoa](http://www.au.af.mil/au/cepme/sncoa/sncoa), and [www.usasma.bliss.army.mil](http://www.usasma.bliss.army.mil).

For further questions contact the admin assistant at DSN 882-4560 or Comm (901) 874-4560.

### F.A.Q.s

- Should I submit anything else besides 1306/7 and Special Program Screening Form? No! Only an award, commendatory correspondence or eval that wouldn't be reflected in your Enlisted Master File.
- Does my command pay for it if I go TAD to the SEA? No, NPC pays regardless of quota type.
- If I am selected as an alternate will I eventually get a quota? Maybe, we use some of the alternates each cycle. If you are not given a quota before the next board convenes then you must resubmit for reconsideration at the next board.

*CMDCM(SW) V.E. Balla, Jr.*

*CMC DETAILER*

*Senior Enlisted Academy Placement*

*PERS-40FF*



# CMC Corner: Sailor Advocacy

This is my final article as Command Master Chief for Navy Personnel Command. Over the last couple of years we have seen our detailing process get more Sailor friendly. Sailor Advocacy has become the buzzword on the deck-plate. It is now a way of life vice a wish of how life could be. The detailer is now your counsel, and while working alongside your command's retention organization, they make an unbeatable team.

In the next year or so you will see new programs coming online. You may find yourself being assisted in the detailing process by an intelligent agent designed specifically for you. A computerized agent that will act as an intermediary between the detailer and the commands you are interested in being a part of.



Everything that Navy Personnel Command is working toward will mean a better process for you, the Sailor.

This is a far cry from when I was a young Sailor speaking with my detailer for the first time. It is a far cry from when I was detailer just a few short years ago. Everything takes time, but in the end it is well worth the wait.

Be safe and I continue to thank you for what you do on a daily basis. It has been my distinct pleasure to serve you while here at Navy Personnel Command, where we believe in "Mission First...Sailors Always."

*CNOCM(SW) Harry Kantrovich  
NPC Command Master Chief*

## VA Raises Ed Reimbursement Levels for Vets

*by Veterans Affairs Public Affairs*

The Department of Veterans Affairs (VA) is providing veterans a major boost in the monthly educational payments offered under the Montgomery GI Bill.

Concerned about the underuse of Montgomery GI Bill benefits by eligible veterans, VA supported an increase in reimbursement rates well above the normal cost-of-living increases because these annual adjustments have not kept pace with rising college education costs.

"Under legislation signed by President Bush, we now are on track to gain the tuition spending power veterans expect," VA Secretary Anthony J. Principi said. "We are coupling a series of robust payment increases over the next two years with innovative programs that will help prepare today's service member with the education needed for tomorrow's job market."

At the top tier for full-time studies, the tuition reimbursement rate rises from \$672 to \$800 per month, almost 20 percent. That will jump to \$900 next fall and \$985 in October 2003. Rates are adjusted for veterans enrolled part-time or for those with limited military service.

In addition to covering traditional two-year and four-year college studies, a new VA program taking effect next fall is aimed at high technology courses. It will allow veterans to use a lump sum from their benefit for certain expensive courses such as those leading to certification of computer network professionals.

Coverage of up to 60 percent of the cost of such high-tech courses will begin Oct. 1, 2002. VA currently is

developing regulations needed to launch this new program. The new law specifies a formula limiting it to expensive courses.

The increase in tuition reimbursement, as well as the VA's support for high-tech courses, reflects department efforts to boost use of the current education program, which began in 1985.

Veterans generally have 10 years after release from active duty to use the funds, but only about 60 percent have used some of their benefit.

In addition, about 90 percent of all eligible veterans have not exhausted their account. VA hopes new strategies such as accelerated payment for high-tech courses will enable more veterans to take advantage of their remaining benefits.

Few service members opt out of coverage. Participants' pay is reduced by \$100 per month for their first 12 months on active duty to cover a total veteran contribution of \$1,200. The full-time rate of \$800 a month is paid for up to 36 months of study, which covers the academic months of a traditional four-year college education for a return value of \$28,800 at today's top rate.

The new law, the Veterans Education and Benefits Expansion Act of 2001 (Public Law 107-103), also improves educational assistance for eligible spouses and children of certain veterans, including veterans who died or are permanently and totally disabled as a result of a service-connected disability.

For more information about veterans educational programs, call VA at 1-888-442-4551, or visit [www.va.gov](http://www.va.gov).



# Sea-shore Tours Revised for 87 rates

*by Chief of Naval Personnel Public Affairs*

Revised sea-shore rotation (SSR) tour lengths have been announced, and Sailors from 87 rates will see their sea-tour lengths reduced while Sailors from 29 other rates will see their sea-tour lengths increased.

The revised SSR tour lengths are designed to better match the projected number of Sailors available with funded billet requirements at sea and ashore. An aim with revising SSR tour lengths is to limit significant changes so Sailors and their families have maximum stability in planning their careers.

"The CNO's goal for the career rates (E-5 to E-9) is 36 months of sea duty and 36 months of shore duty," said Cmdr. Thomas McGovern, aviation enlisted community manager.

Working toward this goal, the number of career rates (E5-E9) with an SSR above 48 months at sea and 36 months ashore has dropped from 37 to 30.

"We are trying to make that goal for as many rates as possible," said McGovern. "However, we can't always do that. It's based on the rating structure, because of certain Navy requirements that some ratings are at sea more than others and we have to work with that and balance the sea-shore rotations."

Projected rotation dates (PRD) will be adjusted by Navy Personnel Command (NAVPERSCOM) based on length of a Sailor's remaining tour.

Sailors with PRDs of October 2002 or earlier will not be ad-

justed. Additionally, if a Sailor is advanced in grade during their current tour, NAVPERSCOM is authorized to adjust the Sailor's PRD to that of the senior pay grade.

Sea-shore tour lengths are primarily determined by the ratio of sea billets to shore billets for each rate; this ratio is used to determine the length for each assignment.

Over time, some rates will become more sea intensive or shore intensive if the billet base is not adjusted.

The office of the Chief of Naval Personnel is currently working to realign general duty shore -- and some sea -- billets between shore and sea intensive rates in an effort to further balance SSR to the greatest extent possible.

The eventual goal is to reduce the maximum sea tour for all

career rates (E5-E9) to not more than 48 months.

"A larger portion of the force are careerists now versus years and years ago. We have more junior Sailors with spouses at younger ages, and they want to spend more time with their family and we recognize that," said Capt. Stephen Conn, director of enlisted plans and policy. "I think everybody in the Navy certainly understands that going to sea is central to the naval service and is what the Navy is all about."

"We do strive not to burden Sailors any more than necessary. Sea-shore rotation, generally, is better than it was decades ago," Conn added.

For a complete list of revised sea-shore tour lengths, see NAVADMIN 341/01, available at [www.bupers.navy.mil/](http://www.bupers.navy.mil/).

## A Reminder on the SGLI Family Coverage Program

*by Chief of Naval Personnel Public Affairs*

Spouses of service members enrolled in Servicemembers' Group Life Insurance (SGLI) are now automatically insured for up to \$100,000 of Family SGLI.

Dependent children -- including all unmarried dependent children under the age of 18, and those over 18 but younger than 23 who attend an accredited school, and children who are declared legally incompetent before the age of 18 -- will be insured for \$10,000 at no cost.

Family members of service members who do not have SGLI insurance will not be covered.

Family member SGLI coverage is automatic. Service members who do not want spousal coverage, or would like reduced coverage, must make the election in writing on Form SGLV 8286A. The premium will be automatically deducted from their pay. Service members, not spouses, are able to make these elections.

For more information see the Family SGLI Web Site at [www.insurance.va.gov/sglivgli/sglifam.htm](http://www.insurance.va.gov/sglivgli/sglifam.htm). Also see the PERS-62 Web Site for updates at [www.bupers.navy.mil/pers62/index.html](http://www.bupers.navy.mil/pers62/index.html).

# Changes Make Travel, Moves Less Costly

*by Army Sgt. 1st Class Kathleen T. Rhem, American Forces Press Service*

Several changes in the 2002 National Defense Authorization Act are making moves and official travel less costly for service members.

Changes dealing with dislocation allowance, temporary lodging expenses, pet quarantines and frequent-flier miles are all designed to reduce out-of-pocket expenses for service members. President George Bush signed this year's authorization act Dec. 28.

Dislocation allowance, paid when members with families are forced to move, is being improved in several ways. Previously, the allowance was paid only when a member made a permanent change of station move. Under the new law, members being forced to move out of government quarters at the government's convenience, not their own will, receive a partial dislocation allowance of \$500. The full allowance is generally equivalent to one month's basic allowance for housing.

"As we privatize and renovate quarters, we're requiring people to vacate family housing, and they were receiving no compensation because there was no PCS (permanent change-of-station)," said Stephen Westbrook, director of DoD's Per Diem, Travel and Transportation Allowance Committee.

Another change allows dual-service couples with no other family members and who are moving into government quarters to receive the dislocation allowance. Westbrook explained that previous rules treated dual-service couples as two separate, single members -- and single members are not entitled to the allowance.

A third change allows new service members to claim the dislocation allowance for moves to their first duty stations. They previously were ineligible. Separation and retirement moves remain ineligible, Westbrook said.

Temporary Lodging Expense payments are designed to cover costs associated with staying in a hotel or temporary quarters while moving from one duty station to another. The new law increases the daily payment maximum rate from \$110 to \$180, Westbrook said. TLE is limited to 10 days for moves to bases within the continental United States.

The 2001 authorization act allowed the reimbursement of pet quarantine costs for members moving to areas that require quarantine. The 2002 act doubles that reimbursement rate from a maximum of \$275 to \$550.

The new authorization act allows members moving from one duty station within the United States to another to ship a second vehicle to their new duty station. Westbrook explained that previously, the government reimbursed members a certain amount per mile to drive a second car. The new law will pay shipping costs for a second car up to the amount it would cost to drive the vehicle, he said.

The new law allows federal employees, including military members, to keep frequent-flier miles and other promotional benefits airlines may offer travelers. Westbrook said the government's longstanding position had been that it owned the frequent-flier miles employees earned for travel on the government's dime. The airlines, however, only award miles to individuals.

"There's no material benefit to the government (in keeping them from the members)," Westbrook said. "They are offered freely by those companies to all travelers. So this just recognizes that we should let federal travelers earn the same benefits and keep them just as if you worked for a civilian company."

He noted, however, that official travelers still must make their reservations through government travel offices and pay for official travel with government credit cards.

# Troops to Teachers Gets New Life

by Jim Garamone, American Forces Press Service

They are disciplined, smart, motivated, goal-oriented and have a disposition to serve.

Sounds like what makes good service members. It also sounds like what makes good teachers, so the Department of Defense and the Education Department have resurrected the Troops to Teachers program with an \$18-million infusion from the FY02 federal budget.

The new money will give retiring or separating service members a chance to become teachers. "This gives departing military personnel a chance to continue their lives of service," said John Molino, deputy assistant defense secretary for military community and family policy.

Those retiring from the military have always qualified for the program. The FY02 Defense Authorization Act adds a new eligible group: service members who separate after six years or more of service, are not eligible for retirement, and agree to serve three years in one of the Reserve components.

The program is a particular favorite of first lady Laura Bush. She sees Troops to Teachers as a "win-win" situation: Service members get second careers, and schools get highly qualified people with proven track records. "We're pleased with both President and Mrs. Bush's interest in the program," Molino said.

The program will pay service members up to a \$5,000 stipend to help cover the costs of a teacher certification program. Some participants would also receive a \$10,000 bonus in lieu of the stipend if they accept a job in a "high-needs" school district. A high-needs district is one where 50 percent of its students come from low-income families.

Those who enroll in the program must teach for at least three years.

For more information on the Troops to Teachers program, visit your installation education office or the program Web Site at [www.voled.doded.mil/dantes/ttt](http://www.voled.doded.mil/dantes/ttt).

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## Navy HHG Hotline Serves You

Hello everyone, from the Enlisted Assignment Division, Entitlements Desk. The Navy Household Goods (HHG) Helpline located in Norfolk, Va., is established to provide Navy members professional assistance regarding household goods shipments.

A few of the services they provide include: HHG move entitlements counseling, personally procured move (formerly known as "Do-it-Yourself" DITY Move) counseling, guidance relating to movement of POVs, boats, trailers and mobile homes. The HHG Helpline also can

provide you with assistance when the local Personal Property Office you are utilizing needs guidance regarding policy as it relates to HHGs shipment issues.

You may contact the Navy Household Goods Helpline toll free at 1-800-444-7789. If you have any suggestions for future entitlements related *LINK* articles, E-mail me at [p40cc@persnet.navy.mil](mailto:p40cc@persnet.navy.mil).

*Kirby Denson USN(Ret)  
Enlisted Assignment Division  
Entitlements Desk  
PERS-40CC*

# VA Home Loan Ceiling Raised; Guard, Reserve Loan Authority Extended

by Rudi Williams, American Forces Press Service

An act recently passed by Congress and signed by President Bush increases the guaranty on Veterans Affairs home loans from \$50,750 to \$60,000.

The increase means eligible veterans can use their loan benefit to purchase a home costing as much as \$240,000 without a down payment. Many lenders will make VA no-down-payment loans for four times the maximum guaranty amount, said Judy Caden, deputy director of VA's Loan Guaranty Service.

Before the President signed the Veterans Education and Benefits Expansion Act of 2001 on Dec. 27, 2001, the maximum guaranty was \$50,750, which allowed no-down-payment loans of up to \$203,000.

"We recommended increasing the loan guaranty a couple of years ago because of rising housing costs in places like Washington, California and the New England area," she said. "The Mortgage Bankers Association and other groups have also been pushing for it."

The act also changed the Native American veterans housing loan program, assistance for specially adapted housing and home loans for National Guardsmen and Reservists.

VA's direct loan program for Native Americans assists those vets buying on trust land, she noted. VA issues the loan, not a private lender, so the program's different from regular guaranteed home loans.

"It's strictly for veterans living on reservations because it's difficult to get lenders to make loans in those areas," Caden said.

The act extends the nine-year-old program for four years to Dec. 31, 2005. The program's loan ceiling is \$80,000, except in certain high-cost areas where VA has approved up to \$120,000, she said. Loan interest rates are competitive with the mortgage market, she added.

Caden said it has been difficult for people on trust lands to meet income requirements for loans.

So far, VA has only made about 30 loans on trust lands in the continental United States.

"We've had the most success in the Hawaiian and American Samoa homelands," she noted. "We've made more than 200 of these loans in the Pacific areas."

The act also increases specialty-housing grants from \$43,000 to \$48,000 for severely disabled veterans who need homes built to accommodate wheelchairs. The grant pays for such things as

wider hallways, lowered kitchen appliances and counter tops, and bigger bathrooms, Caden said.

Veterans can use both a grant and a regular VA guaranteed loan to cover the total cost of their home purchase, she said.

Another grant program for housing adaptations for less seriously disabled vets had its ceiling raised to \$9,250 -- up from \$8,250, she pointed out.

"The money is for some blinded veterans and amputees who need extra help," she said.

The new law also extends housing loans for National Guard and Reserve personnel from September 2007 to Sept. 30, 2009. Reserve component personnel are authorized the same home loan guarantees as active-duty personnel.

For additional news you can use, go to [www.news.navy.mil](http://www.news.navy.mil).





# Innovation Key to Win Retention Battle

by J01 F. H. Mowry, *Pacific Fleet Public Affairs*

Vice Adm. Norb Ryan Jr., Chief of Naval Personnel, recently reminded Navy leaders about their responsibility to "ensure our Sailors have every opportunity for success in our great Navy," as noted in naval administrative message (NAVADMIN) 326/01.

Helping Sailors succeed leads to improved retention, and that's important because it reduces the time necessary for training, improves leadership and takes advantage of their gained knowledge and experience.

According to Ryan, all commands should use the full spectrum of options available and actively seek new ideas to improve retention efforts.

"The question is, how do you keep an individual challenged? Very simple," said Chief Personnelman (SW) Thomas E. Barr, the manning control authority for aviation readiness in the Pacific Fleet. "Give them a certain level of responsibility, no matter how junior, and task them with obtaining some education goal within their first year aboard."

Barr explained the methods he used while assigned as command career counselor aboard USS CROMMELIN (FFG 37). Crommelin is one of the ships within the Pacific Fleet that has been "topping" the charts when it comes to retention.

"The entire chain of command was involved, from the first line supervisor all the way to the

commanding officer," Barr said, adding that Crommelin's success was the result of a team effort.

According to Barr, commands seeking to improve their retention levels should view the retention window as starting from the day a new member reports aboard.

"How that individual is treated during the first few days of shipboard life or any other type of command has serious impact. From that point on, the command must make an effort to keep the member focused and challenged," Barr said. "If the command can do that, then retention will be a simple battle, one that is easily won."

"Another thing we did on CROMMELIN that I found very successful, was conducting a professional development board (PDB)," said Barr.

Conducting the PDB board within the first two weeks of a Sailors reporting date can be very important to retention efforts, as noted in the admiral's message.

"At the PDB, we were able to put out a lot of information and learn a lot about our new personnel. It gave us a good feel for what to expect over the first few months aboard," said Barr.

Ryan's message cited an example of how the PDB helped USS FLORIDA (SSBN 728) leaders inform their new Sailors of the boat's expectations, and what they in turn could expect from the command.

In addition, FLORIDA would usually assign their newest recruits to operational divisions

for their first three months aboard, thereby giving them the opportunity to learn about the different ratings and jobs.

In the admiral's message to the fleet, there are several suggestions for improvement of command retention. Leading the list was the use of a successful sponsorship program.

Sponsorship information should be published on command Web sites, however, it is important to use good common sense when considering what information is being made available on any public Web Site.

The important thing to remember is that sponsor duties don't end when the Sailor reports aboard.

Sponsorship programs can and should be continued and developed into mentoring programs, according to the admiral's message. Mentorship programs with individuals of high caliber have proven to be very successful in maintaining high retention levels throughout the Navy.

The admiral also advises commands to take full advantage of their command indoctrinations to ensure all new members understand their role within the command and how others function in it.

"I urge each of you to evaluate how your command functions in the areas (of retention). Use the full spectrum of options available and actively seek ideas to improve your retention efforts," said Ryan.

For more information on the Navy's retention efforts go to [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

# Navy Battle Stations Unforgettable

by Lt. Cmdr. John Wallach, NTC Great Lakes Public Affairs

With the help of technology, simulation, and some of the entertainment industry's top creative minds, Recruit Training Command (RTC) is poised to make a quantum leap in the evolution of "Battle Stations," the de facto "final exam" of the nine-week boot camp curriculum.

Assembled in an empty warehouse in 1997 with no small measure of plywood, sweat, makeshift plumbing and old-fashioned Sailor ingenuity, Battle Stations has evolved gradually, yet considerably, from its humble beginnings. Nearing its fifth anniversary, the 12-hour exercise pushes recruits to their physical, mental and emotional limits, requiring them to draw on every aspect of their training to date.

Hundreds of thousands of today's fleet Sailors have its 12 events — and presumably its lessons — indelibly etched into their memories. Indeed, few will ever forget the emotional completion ceremony, during which recruits trade their "RECRUIT" ball caps for those with "NAVY" emblazoned across their fronts, the symbolic transition from recruit to Sailor. Now, with the help of the world's leading experts in the entertainment industry, the Navy is working to make Battle Stations more realistic, more convincing, and even more unforgettable.

"Through the use of technology and simulation, we can take the scenarios we have in place today and create a more memorable experience, thereby increasing its teaching value," said Rear Adm. Ann Rondeau, commander of Naval Training Center Great Lakes. "Our objective is to make Battle Stations a more effective training evolution. If we achieve that goal, we send a better-trained Sailor to the fleet - our primary customer - and that's what Great Lakes is all about."

With that overarching guidance, the Navy's training system development experts at the Naval Air Warfare Center Training Systems Division in Orlando, Fla., and i.d.e.a.s. (innovation, design, entertainment, art and storytelling) at Disney-MGM Studios, began work on the first phase of the project-creative development of a Battle Stations story line.

"Our tasking was to create the Battle Stations experience in the form of a story, incorporating the scenarios which are taught today," said Bob Allen, i.d.e.a.s. chief executive officer. "We are professional story tellers, and our aim is to have recruits so immersed in the Battle Stations story that it becomes real. Reality leads to what we call 'experiential learning' - a very effective learning technique."

Under the i.d.e.a.s. Battle Stations concept, recruits

are marched to a pier, where they are dwarfed by a ship's mast protruding through the roof of the Battle Stations facility. Bird calls, tug whistles and other ambient noises of a busy port echo from speakers nearby.

"Part of the Battle Stations experience is establishing the setting and building the expectation," explained Marc Watson, a director with Universal Studios, who collaborated with i.d.e.a.s. on the initial phase of the project. Once aboard the Battle Stations ship, recruits go below to the mess decks to receive briefings on the night's mission. The scenarios then begin to unfold in a continuous sequence along the story line. Routine operations come first. Gear is stowed, stores are loaded and, once complete, the order is passed to execute an emergency sortie - 20 minutes to get the ship underway.

The aggression scenarios follow. General quarters is sounded. Recruits battle shipboard fires, repel terrorist boarders, move ammunition from a flooding magazine, and rescue injured shipmates from smoke-filled compartments. But it is the exponential increase in realism that sets the new Battle Stations apart from the old. In the abandon ship scenario, for example, wave machines, salt water, and night lighting will make the jump from the ship far more uninviting than the relative friendly environs of the combat pool used today. "We have to maintain a 'suspension of disbelief' throughout the entire 12-hour evolution," said Allen. "It's imperative that we keep the stress level up as well."

The Battle Stations project carries with it some interesting facility and contracting challenges. "The Navy contracting system is set up to build facilities," explained Capt. Mark Samuels, commanding officer of Engineering Field Activity Midwest at Great Lakes. "In this case, we will be asking prospective contractors to build the experience, then build us a brick-and-mortar facility around that experience."

The design also has to be flexible to allow for modification or wholesale replacement of one or more scenarios in the future. "The new Battle Stations must be 'refreshable,'" said Rondeau. "We have a predictable customer in the fleet, but not a predictive one. Ten years ago, anti-terrorism force protection was not as significant a part of our training curriculum as it is today."

"We will evaluate our Battle Stations' return on investment, as we do the effectiveness of all of our training programs, based on feedback from the fleet," said Capt. O. W. Wright, RTC commanding officer. "When a Sailor uses what he or she learned in boot camp to respond successfully to a crisis in the fleet, there is no better validation of our training."

# Good News for Engineers

Greetings fellow engineers! It is important that you have the most current information concerning our community, but there is always a delay by the time you read it in *LINK*. A great source for recent news is the BUPERS/NPC Web Site, where you will find the latest CREO message, SRB rates, advancement results and the Engineering ECM Web Site. Our Web pages are updated monthly and found at the following address: [www.bupers.navy.mil](http://www.bupers.navy.mil).

**GSM SEA TOUR POLICY.** NAVADMIN 294/01 of 31 October 2001 promulgated a sea tour policy for GSMs that encouraged E4 through E6 to remain at sea longer or return to sea earlier. Early returnees to sea will in some cases be assigned only a 3 year sea tour, and will be guaranteed a choice of coast for their follow on shore tour. New Career Sea Pay increases are an added benefit to returning to sea duty early or remaining on sea duty. See the NAVADMIN for complete details. Conversion into the GSM rating for eligible personnel is also encouraged.

**SRB.** December 2001 saw numerous changes in SRB award levels for engineers. The following ratings received a change or new start in their SRB award levels:

Rate/NEC	Zone	Old SRB	New SRB
DC 0000	A	0.5	0.0
EM/IC 4756	A	2.0	1.0
EM/IC 4756	B	0.5	1.0
EN 0000	A	1.0	0.5
EN 4324	B	1.5	1.0
GSE 0000	C	0.0	1.0
GSM 0000	A	2.0	3.0
GSM 0000	B	2.0	2.5
GSM 0000	C	1.0	2.0
HT 0000	A	1.5	2.5
HT 0000	B	1.0	1.5
MR 0000	A	1.0	2.0
MR 0000	B	1.0	2.0

Community managers utilize SRB, along with other tools, to help balance manning for each rating and NEC. For example, SRB for the EN and DC ratings was reduced or eliminated since these ratings are overmanned, while SRB was increased for undermanned ratings like GSM, HT and MR. Division Career Counselors, LPOs and Professional Development Boards should review SRB levels when advising Sailors on reenlistment or conversion, and when counseling GENDETS to strike for particular ratings.

**ADVANCEMENT.** Advancement numbers for each rate are computed by comparing the number of authorized billets for the next year with the number of Sailors projected to remain in the rate. We then advance to fill vacancies. In the past, advancement to E-4 for all Engineering rates has been 100%. However, because of outstanding recruiting, improved retention, and large number of GENDETS taking the E-4 advancement exams, E-4 advancement opportunity for the DC and EM ratings has dropped below 100%. Due to strong manning, EN3 exams may also drop below 100% in the near future. While designated fireman should continue to prepare for exams in their rating, Division Career Counselors and LPOs should advise undesignated FN that E-4 advancement opportunity will be higher in the GSM, MM, HT and MR ratings. Counselors should also review the latest CREO/REGA message, and note that the GSE and IC exams are closed to non-"A" school grads.

**CONVERSIONS.** The CREO/REGA NAVADMIN is promulgated twice a year and provides guidance on advancement exams and rating health. A CREO (Career Re-Enlistment Objective) number between 1 and 3 is assigned to each rating and E4 to E6 paygrade, with CREO 1 meaning that the rate is undermanned. In accordance with the NAVADMIN, conversions out of CREO 1 rates are not normally approved. Current CREO 1 engineering rates are GSE (E4), GSM (E4 & E5), HT (E4 & E5), IC (E4), and MR (E4 & E5). Conversion out of these rates will normally not be approved.

**BOTTOM LINE.** The one thing that you can do to help us help you is to stay involved; follow up on issues or requests. Feel free to call us with any questions or concerns. ENCM Arciaga and I are here to support you and your career progression.

# What to do to Stay Active Duty

I have received many phone calls and e-mails from Reserve Personnel who have been recalled and are currently serving on active duty, requesting information on how to permanently join the active duty Master-at-Arms (MA) Force. Reservists who are rated MAs or hold the NEC 9545 (Law Enforcement Specialist) and have been recalled to active duty may apply to permanently join the active duty force. Approved members will be allowed to reenlist as active duty MAs upon the effective date of their demobilization. Although all requests will be considered, the primary need within the active duty force is for personnel in paygrades E4 through E6 with 14 years or less active service. Approved personnel holding the NEC 9545 will be permanently converted to MA at their current paygrade.

Basic Requirements: members applying to reenlist USN must be able to complete sufficient service to transfer to the Fleet Reserve prior to their

55th birthday. Applicants must meet physical readiness standards and have maintained proficiency in their rating through satisfactory participation as a member of a drilling reserve unit. Applicants must also be a U.S. Citizen, possess a valid state driver's license, have normal color perception and vision correctable to 20/20, and have no NJP or convictions in civilian or military courts in the two years preceding their application.

Request to reenlist as an active duty MA should be routed via the appropriate reserve chain of command to the General Assignment Recall (Enlisted) Coordinator, Pers-811H. A sample application and guidance for submission is contained in Chapter 19 of the Enlisted Transfer Manual. Questions regarding this program can be addressed to PERS-811H, DSN 882-4024 or Comm (901)874-4024 or the MA Enlisted Community Manager at DSN 614-0805 or (703) 614-0805.

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## Bonuses and Mergers

A few words on Selected Reenlistment Bonus (SRB). The primary factors in determining which ratings receive SRB are rate, rating and NEC manning, reenlistment rates, and total funding available. The Navy has a limited amount of funds available for SRB and must ensure that funds are targeted for ratings with historically low reenlistment rates and poor manning figures.

Within the Supply Enlisted Community, ratings such as SK and AK have experienced high reenlistment rates and healthy manning over a number of years and thus are not eligible for SRB. Other ratings such as MS and SH have had historically low reenlistment rates and poor manning. With the recent addition of the MS Rating, the Supply Community now has four ratings eligible for SRB (six ratings when you include SK(SS) and MS(SS)). We hope this will have a positive effect on the number of MS reenlistments for eligible personnel in Zones A and B during FY02. In addition to the MS Rating, DK (Zones A and B), PC

(Zone A), and SH (Zones A and B) Ratings are receiving receive SRB in FY02. Refer to NAVADMIN 336/01DTG 211930Z DEC 01 for all the details.

### Supply Merger Update

Here's the latest status of where we stand with the AK/SK Merger. The most recent Merger Executive Committee (EXCOM) met at NSCS Athens, Ga., Jan. 17. The EXCOM membership is made up of representatives from Fleet CINCS, OPNAV, CNET and is chaired by NAVMAC. Meetings are held regularly to review and discuss the Merger POAM and all Action Items. All of this information, along with the minutes of the meeting, is posted on the Supply ECM Web site. The following major milestones remain:

E7 conversion on June 30, Last separate active E7 selection board on July 2, Last separate active E4-E6 rating exam Sept. 2, E1-E6 conversion Jan. 1, 2003, Merged active E7 exam Jan. 3, 2003 and Merged active E4-E6 exam March 3, 2003.



# Aviation Community News to Use

### New Community Manager

Greetings to all. I'm LCDR Matt Zolla, your new Community Manager, relieving CDR Jim Barrata who has established and implemented numerous programs to ensure our ratings continue to grow. My goal is to continue these initiatives and to address any and all of your concerns. Feel free to contact me with any questions or ideas. I would like to take this opportunity to congratulate those Sailors who advanced on the September exam. BZ!

### Hot Rate Conversions

The biggest problem we have as community managers is to determine if the Sailor qualifies for the rate he or she is interested in converting to. Applicants should consider advancement opportunities as well as personal interest when making a decision to convert, and commands should carefully screen each conversion request for training and other requirements using the latest instructions and NAVADMINS on BUPERS Web Site. This will ensure the conversion request is processed smoothly and without delay.

### High Year Tenure

With the poor state of the economy and retention at an all time high, requests for high-year tenures are increasing. There is a misconception that all requests for HYT are automatically approved. **NOT TRUE!** Each HYT request is reviewed to determine

its impact on community growth as well as current manning levels in that rate and paygrade. Remember, our job here is planning for the future of the Navy and the health of each community while balancing the current requirements of fleet units.

### New NAVADMINS

I know this isn't something every Sailor takes the time to read, but believe me, I've been there. A lot of work goes into preparing this information for you to help make your career decisions. The latest messages are the SRB NAVADMIN 336/01 and the Sea/Shore Rotation (SSR) NAVADMIN 341/01. Both of these messages have information to help you in future career decisions.

### Fleet Reserve Request

Transferring to the Fleet Reserves is a major step in anyone's career. Careful planning for this event should start years before you separate. Once you submit your fleet reserve request and that request is approved, you are an expected loss to the Navy. Advancement quotas are based on expected losses. In some cases, requests may be canceled. However, current manning for that rate determines approval or disapproval.

Educate yourself and your Sailors on what we as Enlisted Community Managers do for you. Don't think your career decisions rest only with the Rating Assign-

ment Detailers! Visit our Web Sites (Click on "Community Managers" link on the Bupers home page at [www.bupers.navy.mil](http://www.bupers.navy.mil)) for pertinent information on your rate. Feel free to call or E-mail us at anytime. Keep them flying!

*CDR McGovern, N132D1*

*LCDR Zolla, N132D2*

*AFCM (AW/SW) Lynch, N132D1A*

*AZC (AW) T. Brown, N132D2A*

*Check  
out  
the new  
Detailer's  
Squawk  
Box  
at  
www.  
STAYNAVY.  
navy.  
mil*

# Tips for Better Personnel Management

I'm ETCM(SS) Curt Haggard, the Nuclear Quality Control Advisor. Here is my "Top Ten List" for Engineering and Reactor Department Master Chiefs (EDMCs/RDMCs).

**#10.** Use e-mail for questions regarding NEC processing or how to approach special situations: e-mail [n133d2@bupers.navy.mil](mailto:n133d2@bupers.navy.mil).

**#9.** Go to my homepage, where you'll find my recent *LINK* articles and references: [www.bupers.navy.mil](http://www.bupers.navy.mil), and click on "Community Managers," "ECMs," & "NUCs." You can also search the web for "N133D2" to find me.

**#8.** Keep a year's worth of *LINK*s on hand for reference.

**#7.** Speaking of the BUPERS homepage, you should go there every week to check out "What's New."

**#6.** Make sure that when a shipmate has completed the requirements for a supervisory NEC you recommend the change. REMEMBER: For Second Class Petty Officers, state which warfare qualification has been com-

pleted (Air (AW), Surface (SW) or Submarine (SS) Warfare).

**#5.** Use the correct address. Paperwork that goes to Millington slows down the process significantly. Do NOT send Nuclear NEC change requests to EPMAC or BUPERS. My address: [DCNO (M&P) (n133d2) / 2 NAVY ANNEX / Washington, D.C. 20370-0133 [FedEx: [add] ROOM 3636]].



**#4.** There is no substitute for taking a sincere, personal interest in your Sailors. Help your shipmates order and review their microfiche and Enlisted Summary Records, too.

**#3.** Periodically, check in with your Detailer and with me. Keep the lines of communication open.

**#2.** Use the fax to send paperwork (1221s, medical paperwork, etc...) to me. Always call me to verify receipt and use a good cover sheet. I may have a question or two, so have your paperwork ready when you call. Fax: (703) 697-7751 (DSN 227).

And, the **#1** thing you can do to help me help you: Stay involved, follow up on requests or issues and call me right away with any questions. Also, keep my address and phone numbers handy. You can reach me at (703) 695-3301 or DSN 225-3301.

I would like to welcome my relief—EMCM(SW) Jeff DeMerchant. He has qualified and served on CVNs, CGNs, NPTUs, and at BUPERS/NPC. Master Chief DeMerchant is exceptionally well-qualified to help guide our community into the 21<sup>st</sup> Century.

On a personal note, I would like to thank you for the privilege of serving you and our great Navy. In June, I will be transferring to the Fleet Reserve. Please, take care of your shipmates.

*ETCM(SS) Curt Haggard,  
N133D2*

# Nuclear Community Updates Inform You

Recent good news stories include increases in Base Pay, Career Sea Pay (CSP), Basic Allowance for Housing (BAH) and Selective Reenlistment Bonus (SRB). Other areas I want to emphasize are your first sea tour and your future retirement benefits.

This year, everyone has received at least a 5 percent base pay raise. The pay raise was targeted so that many Sailors received even more, with some senior enlisted personnel receiving increases of nearly 10 percent. BAH was also increased an average of 10 percent in an effort to eliminate out-of-pocket housing expenses for Sailors.

The BAH adjustments varied considerably by rate and region with the intent of having the allowance more closely match true expenses for individuals in a particular area. Additionally, CSP rates were raised and eligibility for CSP was expanded to include E1 to E3, so everyone at sea now earns this entitlement. The challenges of funding SRB at the end of the last fiscal year were many, but ultimately every Sailor received the SRB they were entitled to. This year's budget has

been closely reviewed to ensure a smoother process at the end of the fiscal year. If you are in Zone B or C, the SRB amounts available to you are also higher. In the future, you can expect increases to other bonuses and entitlements, including Special Duty Assignment Pay and SUBPAY for submariners. BUPERS is always working to ensure your Navy pay adequately rewards you for your knowledge, experience, and hard work. As I wrote in a previous article, the outstanding results of your hard work and dedication help me, as your Community Manager, to make the case for pay increases to better compensate you.

Moving on, let's discuss the topic of your first sea tour. Last year, the initial sea tour was shortened from five years to four and a half years. If you are a hard charging Petty Officer who has the talent and desire to go back and teach at Prototype, Nuclear Power School, or Nuclear Field "A" School, you can have up to 18 months of your initial sea tour waived. This waiver allows you to roll ashore as early as your three-year point if you are heading to prototype. Of course, your

desire to roll ashore early must be evaluated by your command to weigh the impact on your division and on your shipmates. But if the timing is right for you, the waivers are available and we are interested in accelerating your career.

For those on your first sea tour and beyond, take a close look at how the recent pay raises have increased your future retirement benefits. To help you visualize this more easily and to help you make your career decisions, there is an excellent web site, [www.staynavy.navy.mil/PCCWeb/](http://www.staynavy.navy.mil/PCCWeb/), which has some outstanding pay and benefit comparison models. It is simple to use and can provide a clear perspective on where you stand compared to those in the civilian sector. I recommend you access the site at home and discuss your options with your family. The bottom line is that the compensation and benefits you receive from the Navy remain highly competitive with those you might receive in any other career you may be considering.

*LCDR Rob Palisin  
N133D*

Take the **LINK** Survey!

Please give us your feedback on Pg. 88

# Submarine Pay Program Update

As the SUBPAY monitor, I fix problems and answer questions that Sailors have concerning their Submarine Duty Incentive Pay. In every issue of *LINK*, I discuss a variety of SUBPAY issues and requirements. My phone number and e-mail address are in the back of this *LINK*.



**Submarine Service Entry Date (SSED).** Your SSED, defined as the date on which you entered the submarine force, is important because it is the date upon which your submarine career screening gates are based. When determining if you have 72 months of Total Operational Submarine Service (TOSS) at your 12-year gate, or 96 or 120 months of TOSS at your 18-year gate to maintain CONSUBPAY eligibility, your SSED is the date that's used.

How your SSED is determined is based upon your general field of training. For non-nuclear trained enlisted personnel your SSED is the date you started Submarine School. However, if you started Submarine School prior to Jan. 1, 1981, then your SSED is the day you graduated from Submarine School. For nuclear trained enlisted Sailors who graduated from prototype after Oct. 1, 1990, your SSED is the day your Nuclear Field 'A' School class convened. If, like me, you successfully completed prototype before Oct. 1, 1990, then your SSED is the day you graduated from prototype. If you were originally a surface

nuclear-trained individual and switched to the submarine service, then your SSED is the effective date of your NEC change to 335X or 336X. Finally, if you are a submarine corpsman, the non-nuclear enlisted rule applies if you were originally a submarine striker. If not, your SSED is based upon your NUMI class convening date (after Jan. 1, 1981) or your NUMI grad date (before Jan. 1, 1981).

**SSED Adjustments.** Adjustments for SSEDs are made for a few specific circumstances. These include return to the submarine force after medical submarine service disqualification, limited duty, or broken service. Staff pickup duty at an NPTU (after Oct. 1, 1990) or duty assigned to an overseas submarine tender (after June 1, 2000) will also entitle you to an SSED adjustment.

The SSED adjustment rules for staff pick-up (SPU) duty at a nuclear prototype are as follows: If you graduated from prototype after Oct. 1, 1990, then your SSED is adjusted on the timeline to the right by the length of your instructor tour. If you were a SPU and graduated from prototype before Oct. 1, 1990, then you are not entitled to an adjustment. This is because no TOSS credit was earned for the training pipeline prior to this date. The criteria for an SSED adjustment for overseas tender duty are similar. Any time spent assigned to USS EMORY S LAND (AS 39) or USS FRANK CABLE (AS 40) after June 1, 2000 will allow your SSED to be adjusted to the right for the length of your tender tour. This allows more time for you to meet your 12- and 18-year gates.

If you were a submarine striker who later became a submarine corpsman, your SSED will be adjusted for the period of time that you were not a member of the submarine force; that is, the time from your HM school completion until your NUMI class convening.

Some SSED determinations and adjustments are too complex to be fully explained in a short article like this, so if you have any questions about your SSED, or any other SUBPAY related issues that cannot be resolved locally, I am here to assist you. Give me a call or drop me an e-mail and we'll figure it out.

EMC(SS) Joseph A. Mangin  
Submarine Pay Program Monitor  
N133D3



## ECMs and Technical Advisors

# Submarine (NN) Community Update

On behalf of the Submarine Non-Nuclear Enlisted Community Managers, congratulations and well done to the Submarine Force's newly advanced petty officers. Bravo Zulu to all!

### **Latest NAVADMINs.**

Command Career Counselors need to be sure they are current with the latest NAVADMINs (Career Schools Listing, NAVADMIN 085/01; Selective Reenlistment Bonus, NAVADMIN 049/01; Sea/Shore Rotation, 341/01; CREO/REGA, 304/01). This will ensure that we provide our sailors with accurate

information, and eliminate any future discrepancies. Be aware that although the MILSPERMAN contains these articles, they may be out of date, even if their published date is after the NAVADMIN.

If ever you need to verify you have the latest and greatest, please check the Persnet Web Site at [www.persnet.navy.mil/navadmin/](http://www.persnet.navy.mil/navadmin/).

**SRB for Communications Electronics Technicians.** All Comm ETs should take note that their SRB is now broken down by NECs 14CM, 14EM and 14TM.

Comm ETs may still reenlist under the old 14XX code.

Remember that your Submarine ECM Team is here to help maintain and improve the best submarine force in the world. Give us a call or check out our Web Site at [www.persnet.navy.mil/pers2/N132D9/index.htm](http://www.persnet.navy.mil/pers2/N132D9/index.htm).

Go Navy, go submarines and stay informed!

*LCDR Moises DelToro III,  
Submarine ECM, N132D9  
ETCS(SS) Daniel Reed, Assistant  
Submarine ECM, N132D9A  
ET2(SS) Robert Lee, Assistant  
Submarine ECM, N132D9B*

## Career Recruiters Needed

Have you ever given any thought to joining the ranks of our Navy's Career Recruiting Force? If you are a Fleet Navy Counselor with prior recruiting experience, you may be an ideal candidate to join this dedicated Team of Career Recruiters.

Career Recruiters are exceptional recruiting managers who provide consistency and leadership for the Navy's recruiting efforts. As a Career Recruiter you can expect to remain within Navy Recruiting in a variety of positions including Recruiter-In-Charge, Zone Supervisor and Chief Recruiter. Billets in a

production support role are also available. Additionally, promotion opportunity for the Career Recruiter Force has exceeded the Navy's average advancement rate for several years.

While we realize you are doing important work in your current position as a Fleet Navy Counselor and may desire to continue such. However, if you are interested in taking advantage of this opportunity you may submit your request for conversion utilizing the format specified in BUPERSINST 1133.29D.

There are three selection boards remaining for FY02, Feb. 19-22

May 13-17 and Sept. 16-20. Should you have any questions regarding the program, you may contact NCCM David Holder (901) 874-9136, DSN 882 or E-mail [holderd@cnrc.navy.mil](mailto:holderd@cnrc.navy.mil) or LCDR Myles Brooks (703) 614-0805, DSN 224 or E-mail [n132d14@bupers.navy.mil](mailto:n132d14@bupers.navy.mil).

We hope you will give serious consideration to changing your career field. Your leadership skills and experience are needed.

*LCDR Myles Brooks  
N132D14*

*\* LI community management has transferred to the Admin ECM, effective Jan 02. The Admin ECM currently manages several ratings of similar occupational areas and will be better suited to respond to the evolving needs of the LI Rating. Also the transfer better aligns the rating with fleet work center assignments. \**

# Calling All Seabee Chiefs

What are you planning to do with your career next? If you have over 20 years in, are you planning on putting in your FRRA package? Before you make the decision to punch out the message to NPC to be allowed to go home, consider staying with the Seabee team. The Naval Construction Force needs your expertise in the Battalions. We need your leadership, experience and technical knowledge.

The jodie that one of the Battalion Chiefs used to sing every time he was running with the company frequently runs through my head.

**“Honor, Courage, Commitment, Pride”  
“Seabee Pride”  
“Seabee Pride”**

Every time a group of Seabees gets together you can feel that Seabee pride. What is it that makes every Seabee feel so confident? Is it their construction skills, their ability to defend what they build or the great tasks that they and their fellow Seabees have accomplished?

Seabees know they are good. They know that when the task is hard that they can accomplish the mission. They have a history of doing what others can not. And by the way, Seabees seem to have fun regardless of how hard they are working or how austere the conditions are.

A BU2 once told me, “It is far better to be on the job site even on a rainy and cold day building something than being stuck in the office doing paper work.”

But if it is just a “hands on / get dirty” work that is desired why not do a maintenance or construction company job? Quite frankly those positions do not offer all of the same things that the Navy Seabees offer.



The Seabees offer esprit de corps - Seabee Pride, adventure, leadership opportunities, training and challenge.

And what organization is the Seabee “tip of the spear” unit? The Naval Mobile Construction Battalion - The Green Machine. “Any place, any time!” Whatever the contingency the NMCBs stand ready to respond and provide construction support. They are doing it right now.

There are lots of young highly motivated young Seabees in the Battalions and they need the leadership of the Seabee Chiefs to help them accomplish the missions of 21<sup>st</sup> century.

So, Chief, as you ponder your future and try and decide if you want to go get that maintenance job, considered all the benefits of being a Seabee Chief in a Naval Mobile Construction Battalion. Those that want to lead in a NMCB are the senior enlisted leadership that the Seabee community desperately needs.

**“Seabee Pride.”**

*LCDR Stephanie Jones  
Head, Seabee/SpecWar/SpecOps Assignment Branch  
PERS-401*

***Attention Seabees! The Naval Support Unit (NSU) State Department has immediate openings for top-performing E5 and above Sailors from the BU, CE, SW and UT rates. Read Chapter 9.17 of the Enlisted Transfer Manual and talk to your CCC and detailer to get started. Call (703) 312-3563 or E-mail MilliganS@state.gov.***

# UT/CE Going the Extra Mile

Greetings from NPC! I am committed to my goal of trying to accommodate each Sailor's desires and their professional development, while still meeting the requirements of the Navy.

Everyone in the nine-month PRD window should start negotiating for orders. Waiting only limits your choices. Currently policy states each Sailor will be under orders at the six-month mark. We won't let you reach PRD without orders.

One more thing: When you are sending E-mail or leaving voice mail messages, please provide me with your social security number, reason for calling, and a phone number so that I can call you back. Every effort will be made to return your phone call or e-mail within two working days. Please call back if we don't reply after two working days.

Are you an E5/E6 UT/CE asking for a battalion and we told you that none are available?

That's correct. If you are looking for a battalion, contact us one year prior to your PRD and we will do our best to find you one. Start thinking overseas. An overseas assignment should be in your career portfolio. How can this type of duty benefit me?

- Allows you to start or finish a degree.

- Affords you the opportunity to visit exciting ports of call, such as Rome, France, Japan, and Australia to name a few.

"How can I get a job like that," you ask? First, JASS applications for Souda Bay, Sigonella, Keflavik, Naples, Rota, and Japan are available, so ask your CCC to help you. Finally, call me to discuss career decision choices.

*UTI(SCW) Steven Harvey  
PERS-401CD1*

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# Do You/Should You, Challenge Yourself?

I am committed to my goal to accommodate each Seabee's desires and their professional development while meeting the needs and requirements of the Navy. With that in mind, how will you manage your career and develop yourselves as leaders?

The answer to that question is - **challenge yourself.**

You genuinely ask, where can I find a challenging, rewarding and career-enhancing assignment and stay in the location I am now?

I then ask, why did you join the Navy to stay in one place and limit yourself to what the Navy has to offer?

You then start to question making the Navy a career, because a magical billet that will satisfy all of your wants and needs is not available.

You then consider separating at your EAOS and throwing the chance to achieve your Combat

Warfare pin out the window because you are not going to Stay Navy.

There are a lot of advantages to making the Navy a career. Moving every three to four years can be an advantage. Being able to start fresh in a new job can be invigorating and challenging.

A new job and change of location offers an outstanding opportunity to grow personally and professionally. What some fail to realize is, the more challenging the job, the more rewarding it is.

**Explore your Options.** Branching out does not mean planting roots. Call your detailer early. Twelve to 13 months out of your PRD is a great time for a "planned challenge."

I am looking forward to your call and remember the saying - **"A rolling stone gathers no moss."**  
**As always, think Safety First.**

*BUI (SCW) Erhart  
PERS-401CE1*

# Motivated Seabees Wanted



The Underwater Construction Technician community (UCT) is looking for hard-charging, motivated Seabees with drive and determination for a challenging and rewarding job. Do you think you have what it takes?

### Minimum Standards

- Thirty years old or less upon admission to dive school.
- E5 and below in all Seabee ratings, UCT program is open to females.
- 3.0 or higher evaluation performance average for the prior two years and a positive commanding officer recommendation.
- Complete a 24-month, minimum activity tour at a NCF unit.
- No NJP within the last 12 months of application.
- Eligible for a secret security clearance.
- Meet minimum ASVAB scores: minimum Mechanical comprehension (MC) must be 50 and AR+VE=104. For ASVAB test 5,6,7 use WK instead of AR.
- Willing to obligate 36 months of service from the graduation date of dive school.
- Screening/medical exam must meet standards set in NAVMED P-117, Chapter 15, Article 66-Diving Duty. Eyesight correctable 20/20. The

physical should be performed by a diving medical officer or it must be reviewed by BUMED Washington DC.

- PRT can be administered by any command PRT coordinator to include: 50 meter swim with mask goggles and snorkel; no time limit, 500 yard swim in less than 14 minutes, ten minute rest; 42 push ups, two minute rest; 50 sit-ups, two minute rest; six pull ups, ten minute rest; 1.5 mile run in less than 12:45 wearing PT gear and running shoes.

- Candidate interview conducted by a CEC diving officer or UCT Master Diver.

If you are interested in applying for the UCT program, forward your package via you CCC and chain of command using a 1306/7 to PERS-401cf. If you have any questions or need further assistance on your package please feel free to contact me.

*CMC(SCW) LI  
PERS-401CF*





# Naval Special Warfare Wants You!

The Naval Special Warfare community has gone through many changes over the last year. With change comes opportunity. If you are a corpsman and are looking for a challenge, we want you!

Corpsmen who want to become SEALs are in high demand. Upon graduation from

BUD/S, corpsmen are sent to Special Operations Combat Medic and Emergency Medical Technician/ Paramedic training. Graduates are awarded NEC 8492 which makes them eligible for increased SDAP, jump pay, demolition pay, dive pay, and a huge SRB!

Don't let the war on terrorism pass you by! Currently Naval Special Warfare is deployed worldwide, engaged in combat operations and support.

You can find more about these opportunities in MILPERSMAN 1220-100.

*GMCM(SEAL) Rick Culley  
PERS-401DE*

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## EOD Community Udate

Yes, we still need good EOD candidates from the fleet and the recruiting stations. Although we are starting to increase the total number of students graduating from the EOD pipeline, requirements are increasing too. We also have a large percentage of EOD Technicians in the retirement eligibility window. A combined effort is needed from EOD recruiters and CCC/CMC personnel to improve our manning shortfalls.

Many things changed after 9/11. This is nothing new to any of you. What we have not seen quite yet is how much of an increased need might come from the ONE community that offers the best render-safe and bomb disposal training in the world - EOD. Weapons of Mass Destruction (WMD) and Force Protection (FP) have gone from being slim possibilities (of possible added EOD requirements) to the 11 new FP EOD billets in Bahrain. No one

(officer or enlisted) could or should try to predict exactly where the Navy EOD community will go. If I knew exactly where we would end



up, I would probably have my own "mind-reading" show on the cable network.

What else has changed? When is the last time you talked to another EOD Technician at the Technical Division in Indian Head, Md? -KEEP READING- EOD Technicians are busy TAD to both coasts and overseas with the changes there. By the time this article comes out, the Command

Senior Chief – OSCS Aramanda – will have transferred, but you can call BMCM Snee at DSN 354-6871 for more information.

If you are a Technician desiring orders, start with your LCPO/CMC for guidance. If you are a prospective EOD candidate interested in diving, demolition and jumping in all environments for a wide variety of missions (including chemical/biological/nuclear/radiological), we need you. If you are unsure where to start, call the nearest EOD in-service recruiter:

San Diego – ABH1 Marty Cope (619) 437-5856 DSN 577-5856 n00c2@eodgru1.navy.mil

Norfolk - GM1 Vince Larsen 1-800-699-9895 ext. 258 vclarsen@eodgru2.navy.mil

*GMCM(EOD) Robert Dawkins  
PERS-401DF*

# SWCC: Change is Good!

There have been some changes in the SWCC community over the last couple of months. First, the long-awaited SWCC pin is out. The number of shore duty billets has increased about 30 percent, so, if you have completed your sea tour and are interested in shore duty, talk with your command retention team to see which billets would give you a break from the deployment cycle and are career enhancing.

Now for the big news. We now have a requirement for 5351/8404s. That's right we are now looking for a few good HMs. If you are an HM with the 8404 NEC, and are looking to do something different for the next five years, put in a SWCC package.

The MILPERSMAN 1220-340 has changed since the October *LINK* article. Some of the changes were to the SWCC entrance requirements, so here is the current information.

The criteria for a SWCC candidate are as follows:

- Physical completed within the last 12 months.
- Possess normal color perception, and vision correctable to 20/20.
- Minimum ASVAB score: AR+VE=104, MC must equal 50 or greater.
- Thirty years old or less.
- Qualified as a Second Class Swimmer or better.
- Possess 36 months obligated service as of class graduation.
- Meet minimum performance standard. All Enlisted Performance Evaluation marks 3.0 or better for two evaluation cycles.
- Only men are eligible.

Age and ASVAB waivers may be granted, however, the scores listed for the PT screening are the minimums; there are no maximums.

The physical screening test consists of the following:

- 400 yard swim using breast and/or side stroke in 12.5 minutes or less
- Perform a minimum of 42 push-ups in 2 minutes
- Perform a minimum of 50 curl-ups in 2 minutes
- Perform a minimum of 5 pull-ups
- Run 1.5 miles in 13.5 minutes.

Procedures:

- Put in a "Special Request Chit" through your chain of command requesting SWCC training.
- Submit a "Personnel Action Request" (Form 1306/7) to SPECWAR/Diver assignment (P401D).

Submit the following with your request:

- A certified copy of your ASVAB test scores
- Your physical screening test results
- Your medical physical
- Certified copy of your last three performance evaluation reports
- A certified copy of Interview Memo
- Mail your package to: SPECWAR/DiverAssignment

There are two websites that will answer most of your SWCC questions, [www.swcc.navy.mil](http://www.swcc.navy.mil) or [www.persnet.navy.mil/pers401/index.html](http://www.persnet.navy.mil/pers401/index.html). If you need more information, ETC Paul Yates the SWCC recruiter can be reached at [YatesP@navsoc.navy.mil](mailto:YatesP@navsoc.navy.mil).



EMCS(SWCC/SW) Mike Warrelmann  
PERS-401DI

## Career Guidance is Vital

**Sea/shore rotation PRDs.** Some good news for the EM2 community. IAW NAVADMIN 341/01, the Prescribed Sea Tour (PST) length has changed from 51 months to 48 months. For those affected, your PRD will be adjusted to reflect this change. On a similar note, I want to discuss briefly Projected Rotation Date (PRD) changes due to advancement.

It is very common to check on board a new duty station and become advanced. With the new pay and rank also comes a new PST, which you would think, changes your PRD. This is a false assumption. Your PST does change; however, your PRD does not change. Your PRD is based on the PST of the rank of which you checked on board. In order for your PRD to change, you must submit a NAVPERS 1306/7 requesting the change. Generally, those requests are granted, however, they are approved on a case-by-case basis. Right after you get advanced, drop us a line or call to find out what your options are regarding your PRD.

**Shore duty locations.** As EMs, the majority of our billets center around fleet concentration areas that have an Intermediate Repair Facility (SIMA, IMF etc). I know that doesn't leave many options, however, special programs may open up more doors of opportunity for you.

Recruiting has billets all over the continental U.S. and they may have the location that you are looking for. If you have any questions about billet locations please contact us prior to your negotiation window.

**Career path.** There is no single path that will lead you to Chief advancement; however, there are some milestones that should be met. Not every milestone needs to be met; however, the more that you do accomplish increases your potential for promotion.

Earning a warfare pin is a must, and sustained superior performance goes without saying. Significant command level collateral duties such as Departmental/divisional Career Counselor, DAPA, and

watch station qualifications such as EOOW, EDO, OOD inport are weighed heavily at boards. Off duty education and community involvement are also looked at. Another major milestone is a successful tour as LPO at sea.

Serving on a variety of different type ships and commands is also beneficial. Having a career history comprised of all the same type of ship (i.e. all billets on a carrier) and serving at the same command twice may be looked at negatively.

Also, although it may be nice to stay in the same geographic location throughout your career, it doesn't show worldwide assignability. Sailorization type duties such as recruiting and RDC would enhance your chances of promotion. These commands continue to be at the forefront with advancements to Chief. The key is to be flexible and versatile. Take the challenge.

**Hails and Farewells.** Due to changes in manning, my area of responsibility has shifted from detailing the EM2s to being the EM1 Detailer. We would like to say Farewell to EMC(SW) Ehret and EM1(SW) Mitchell. They are returning to the fleet after a very successful tour. They both have been a tremendous asset to the EM Community and will be sorely missed by all.

Two welcomed additions are EMC(SW) Malamanig from USS FORT MCHENRY (LSD 43) and EM1(SW) Mclean from USS GLADIATOR (MCM 11). EMC(SW) Malamanig will be working with the EM2 Community and EM1(SW) Mclean with the EM3 and below community. They are anxious to hear from you.

**Keep in touch.** Contact us at anytime. If you choose to E-mail correspondence, please include your full name and rank.

If you are having difficulty trying to contact your detailer, please try contacting another one of us. We are all here to help you. Keep the lights burning and the shafts turning.

*EMC(SW) Honaker  
PERS-402CD1*

# NAVPERS 1306/7: A Double Edged Sword

I would like to address the 1306/7 request. Since it is the most common method (both paper and electronic formats) of communication of special requests from the fleet to the detailer, we receive hundreds every month.

In order for your 1306 to be acted upon in a timely fashion, you must ensure at every level in the chain of command, that it is filled out properly and completely. Chapter 2.02 of the Enlisted Transfer Manual, NAVPERS 15909F, gives specific guidelines for submission of the 1306. The importance of following these instructions cannot be overstated.

Forms missing key data, dates and even signatures arrive daily and must be returned for completion. The most common missing information includes, but is not limited to, requested transfer dates, desired location, duty types, and amplifying/extenuating information.

This failure to pay attention to detail hurts not only the Sailor submitting the request but the command as well.

My second point is addressed to everyone as well, but specifically to those in a position to directly counsel the Sailor intent on submitting

an Enlisted Personnel Action Request.

The largest single reason for 1306s being returned without action is Sailor ineligibility and billet unavailability. This translates into two specific issues. Command awareness of the Sailors career intentions and career counseling by the chain of command.

Communication between Sailors, Command Retention Teams and NPC is key. Initiatives are underway throughout the Navy to improve communication at all levels, but the Sailor has the ultimate responsibility for his or her own career.

Make your desires and goals known and don't leave anything to chance. We all realize that billets do not generally open in Hometown, USA, and that the good jobs require commitment and courage. With that said, be realistic, have the right attitude and set career enhancing goals for yourself.

Finally, I would like to address the title of my farewell article "A Double Edged Sword." Sounds ominous doesn't it? It sometimes can be. "Multiple requests on the same form are not allowed."

This is the most often overlooked line in ENLTRANSMAN Chap. 2.02.

Daily, we receive 1306s specifying location, type duty, platform, school, and transfer date.

While this information is needed, only one desire can generally be accommodated per request. Lacking all or most of this is even worse. Forcing the detailer to analyze the 1306 and decipher the Sailor's intention is not beneficial or effective use of the 1306.

If a 1306 arrives requesting several things, we must attempt to determine what is most important and chances are our determination will be incorrect.

One more thing before I go. I have enjoyed immensely the opportunity to serve here in Millington. It has broadened many horizons and given me many more tools to take back to the Fleet. I will be departing for USS PAUL HAMILTON (DDG 60) for a well-deserved sea tour.

Reporting from USS KITTYHAWK (CV 63) after a very successful tour with forward-deployed Naval forces is MM1(SW) Hunter.

Again, keep your Sailors' careers at the top of your list and do your best by them.

*MMC(SW) Bruns  
PERS-402CF4*

# Detailers are Ready to Help You!

Aloha from your Detailers here in Millington, TN! First of all, I would like to say THANKS to all of you in our Navy's Engineers.

As I get ready to leave here, I am really appreciative of the level of professionalism, respect and teamwork that I encountered throughout my tour as your Leading Detailer and Pers-402 Detailer LCPO. My relief, GSCS(SW) Clarke, will be here in the Spring from USS ARCTIC (AOE 8). He has a wide range of GS experience, as well as having been a highly successful RDC.

**Research.** Research all your options prior to your nine-month negotiation window, (Guard 2000 eligibility, Split tour, Star/Score reenlistment, etc.). We want to talk to you at your 10-month window so

we can go over these options and discuss your plans. If you already have the information, then you already have the tools needed for us to work together. Utilize your Chain of Command and CCC and plan for your future. While at your present command, qualify as high as you can (EOOW, ESWS, Master Training Specialist, OOD, off duty education) to enhance your advancement possibilities. Always strive to make yourself as competitive as possible, as early as possible and keep it up.

I hope for continued success to you all.

Mahalo.

*GSCM(SW) C. M. Bacon  
PERS-402CG*

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## Know When to Use Your Options

Greetings from Millington. I wanted to give you some information on 1306/7 requests and how and when to use them. They are used for the following requests:

- PRD adjustments
- Extensions to remain onboard
- Guard 2000 requests
- Split tour
- Shore duty termination and any other request

that officially needs to be made that affects the current chain of command and the service member.

We cannot approve these requests over the phone. The important thing is that your request is routed and properly completed by your Chain of Command prior to the 1306 reaching us. Without your chain of commands endorsement, we cannot process the request.

Remember, we cannot support a request that indicates a zero month gap for a relief. A reasonable gap is about six to nine months because it gives the detailer time to find a relief for you if you are trying to split tour on sea duty or terminate shore duty. When in

doubt, we ask that you call us and we will be happy to assist you in any way possible.

**Negotiating your career.** For junior Sailors, it is very important for you to understand that you can start negotiating for orders nine months before your PRD. Your detailing negotiation window is nine to six months prior to your PRD. You must be under a set of orders prior to six months of your PRD.

Use this time allotted to your advantage and start looking early for your next billet. If you are interested in going to school in route, plan early. Almost all the schools are booked up to nine months before their convening, which means if you wait until the last minute, chances are the class(es) will be full.

We are presently trying to get added seats in a lot of our training for FY03, which means a greater opportunity for you to get some advanced training. Don't fall behind and get left without training. Feel free to call us at any point with any questions concerning your career.

*ICC(SW/AW) Jimmy Pavelka  
PERS-402DC  
IC1(SW) Dave Robertson  
PERS-402DC2*

# It's Your Career: Stay Involved

Detailing is a team effort. Supervisors, LPOs, LCPOs, Command Retention teams and Sailors work together to plan and make well informed career decisions.

The wealth of experience and knowledge out there is without boundaries - use it. One of the most useful tools available to you is the command EDVR. It shows your EAOS, PRD and NEC among other things.

The new sea/shore tour length, NAVADMIN 0341/01, has been released. The new PRDs for those on shore duty will be reflected on the March EDVR. Sea rotations have not changed. If

you are on shore duty and your PRD is after January 2003, it will change. PRDs through August 2003, will be adjusted from one to five months. PRDs after August will be adjusted by six months. If you are in a Shore Special program or on a spouse co-location tour please contact your detailer concerning your PRD.

Welcome aboard to HTCS(SW) Elston coming from USS SAIPAN. He is taking over as the E6 and above Detailer. I am confident that he will keep the rate well and do everything within the detailing world to keep us moving forward. It has been a

pleasure working with you and to be a part of the many changes that have occurred over the past four years.

Many thanks to the DIV/ DEPT CCs that do their homework and educate the deckplate Sailors - it makes a difference! To the NCs that go the distance for each and every Sailor, we greatly appreciate your efforts.

Lastly, remember your career is in your hands. Hopefully it will be a long and rewarding one.

As always, take care of each other out there and be safe.

*HTCS(SW) Lord  
PERS-402DF*

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## Negotiate Your Career Wisely

Hello from the EN Detailers. As stated in the previous *LINK*, communications is a vital part in making well thought out and informed decisions for PCS orders.

Your detailer is here to help satisfy your individual desires as well as meeting the needs of the Navy. Those of you who fail to have orders six-months prior to your PRD will be issued orders IAW MCA priorities.

Don't let this happen to you. If you plan on extending onboard, submit your 1306/ 7 request nine-12 months prior to

your PRD IAW ENLTRANSMAN 3.11. These requests are approved on a case-by-case basis.

NAVADMIN 341/01 announces modifications to sea/shore tour length. PRD adjustments will automatically be done by PERS-45 based on current manning. These changes should reflect on your command's March EDVR.

Detailers are making more detailer trips than ever. Take advantage of this opportunity to meet your detailer, discuss matters concerning your career and to negotiate for orders if

you are in your detailing window.

Keep on top of message traffic for the next detailer visit and make an attempt to visit us.

We as detailers enjoy the face-to-face contact and look forward to seeing you throughout the fleet.

Contact your detailer at anytime by E-mail or phone and please provide us with your full name, rate and rank and a valid phone and E-mail address for our records.

*ENC(SW) Fernando Sensano  
PERS-402DG3*



## Changes and Career Management

**Sea/shore rotation.** NAVADMIN 341/01 recently announced changes to sea/shore rotation for MR2s, MR1s, and MRCSSs. The rotation is as follows: 42/42 for MR2 and MR1 and 36/45 for MRCSS. Changes in PRD are being prorated based on amount of time remaining on your current tour. Allow three to four months for changes to reflect on your command EDVR. For more information on PRD establishment please refer to the ENLTRANSMAN Chapter 3.

**Citizenship.** For our shipmates out there without U. S. citizenship, you need to be aware of the possible limitations placed on choosing a sea duty billet. UICs that have specific security requirements or are nuclear repair capable, require U. S. citizenship. This includes all of the TRFs and IMFs that are in shipyard locations such as Bangor, WA, Pearl Harbor, Hawaii and King's Bay, Ga. There are only three carriers that are non-nuclear. All Nimitz class carriers require U. S. citizenship. In addition, the only two tenders in the fleet require U. S. citizenship for assignment to the repair department UICs. NAVADMIN 123/01 addresses streamlined citizenship processes for service members.

More information can also be obtained from [www.jag.navy.mil/html/headquarters.htm](http://www.jag.navy.mil/html/headquarters.htm), click on Legal Assistance, then Immigration, or [www.bupers.navy.mil/pers333/natur.htm](http://www.bupers.navy.mil/pers333/natur.htm). Questions may be addressed to [legalassistance@jag.navy.mil](mailto:legalassistance@jag.navy.mil). or DSN 685-4643.

**Career management, CREO/REGA (NAVADMIN 304/01).** This message is issued twice each year. It provides valuable information on advancements and conversions.

The CREO columns indicate whether a rating/paygrade is overmanned (CREO 3), manned at goal (CREO2), or undermanned (CREO 1). Generally conversion from a CREO 1 rating will not be

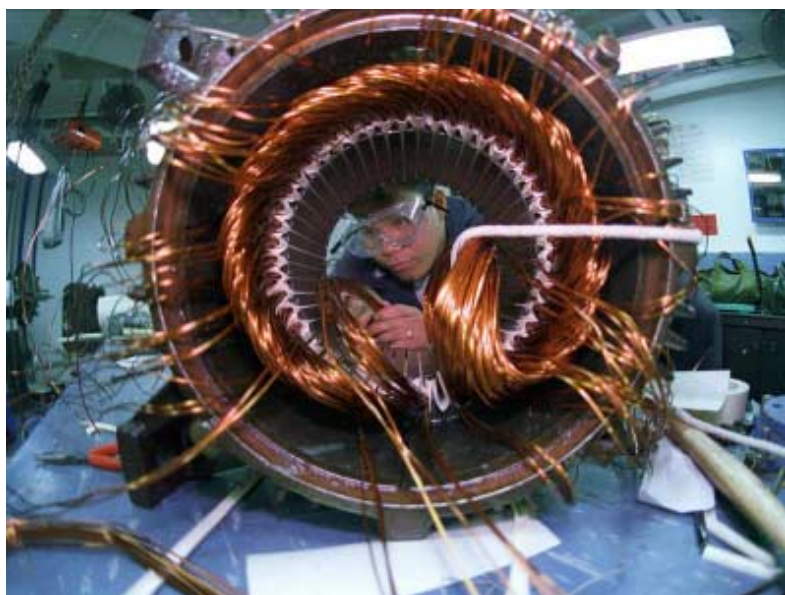
approved since they are undermanned. The non-designated striker column indicates those E4 ratings that are open to advancement.

The CREO/REGA message also gives an indication of recent advancement opportunity. This message should be reviewed by LPOs, career counselors and career develop-

ment boards to advise Sailors on career options.

**Selective Reenlistment Bonus (NAVADMIN 336/01).** SRB is awarded to ratings that require a bonus to maintain satisfactory reenlistment levels, within overall funding levels.

Currently for MRs in Zones A and B the SRB multiple is 2.0. Zone A is up to six years total service and Zone B is over six years and up to 10 years of total service. See your career counselor to determine if you are eligible for SRB.



MRC(SW/AW) KUHN  
PERS-402DE  
MRI(SW/AW) BECK  
PERS-402DEI

# Make Your Conversion Count

Currently the DC rating is manned at 110 percent overall and HT rating is manned at 95 percent overall. The majority of the overmanning is at the E5 and below level. To assist in correcting this imbalance between ratings we are going to ask several DCs to consider conversion to the HT rate.

If you are a DC2 and have an EAOS between August-December 2002 you may have already received a letter giving you the opportunity to convert.

When making your decision to convert consider some of these benefits. Advancement to HT2 has been increasing, and on the September 2001 exam was 52.5 percent, twice the Navy average.

There is also a Selective Reenlistment Bonus (SRB) for HTs Zone A of 2.5 and Zone B of 1.5. These levels are anticipated to stay at this level until the shortage of HTs is corrected. Once selected you will attend HT "A" School at Service School Command Great Lakes, before reporting to your next command.

If you did not receive a letter and would like to convert to the HT rating or any other rate, refer to MILPERSMAN Chapter 31 which lists requirements for conversions. Some of the requirements include:

- Request must be in a rating that is undermanned, CREO 1 group.
- You must be an enlisted member of Regular Navy or Naval Reserve on active duty with less than 12 years active service.
- Be a petty officer first class or below.
- Served at least 24 months in present rate. (This may be waived for first term personnel).
- Have no NJPs or convictions in civilian or military courts for the past 18 months.
- Meet BTB or ASVAB scores and satisfactory complete "A" school if it is requirement for the rating.
- Be recommended by the Commanding Officer.



See your Command Career Counselor if this may be something that you are interested in pursuing.

The sea/shore rotation has changed for a few of us. These changes have taken three months off the current sea rotation for DCCMs, DCCSs and DC2s. If your PRD is Oct. 2002 or earlier your PRD will not be adjusted.

If it is after Oct. 2002, your PRD will be automatically adjusted. For additional information on sea/shore rotation changes, refer to NAVADMIN 341/01.

Remember, for those affected by the PRD change, your negotiation window will start three months earlier.

*DCC(SW) Mark Johnson  
PERS-402DI*

# Communication is Essential

The old saying “The only thing constant around here is the rate of change” could not be more true than in the people business in recent months. Navy Leadership is clearly focused on manpower as our number one priority.

The direct result of this focus is a series of changes designed to favorably influence retention and the quality of service for our Sailors.

Consider the following new or revised programs that have been put into place over the past few months.

**Pay and Compensation:** Targeted Base Pay Increases, BAH Increases, Increased Career Sea Pay, Thrift Savings Plan, Location SRB.

**Philosophy of Detailing and Customer Service:** Sailor Advocacy, Proactive Team Detailing.

**World Events:** Force Protection, SSGN Conversion, and submarine homeport changes.

And on the horizon, here is what you can expect in the not too distant future:

Startup of the NPC Customer Service Call Center (April 2002), JASS Reform (Summer 2002), a long-overdue Subpay raise (as early as Oct. 2002, the first since 1988), the introduction of Distribution Incentive Pay (Oct. 2002), and a restructuring of nuclear SDAP with increases expected in Oct.

03. I don't have room to go into details on these changes, but many are addressed elsewhere in this issue of *LINK* or on the BUPERS Web Site. Some of the changes still have a variety of budgetary and statutory hurdles to overcome on the road to implementation. However we are committed to working hard to make these changes reality. Your team of professionals here in PERS-403 has the answers to any questions you may have regarding each of these programs and initiatives.

The key to success in this dynamic environment is the same as always: Leadership, good, realistic planning and communication! There has never been a more important time to stay connected with us to improve our efforts to retain and distribute the Navy's most valuable assets: Our Sailors!

Our Sailors deserve the best service possible when negotiating for orders or when facing a “stay or leave” decision. The Command Team and Detailers must form a tight partnership to work with every Sailor and facilitate an informed decision, particularly during today's time of rapid change!

As always, we welcome your input and look forward to working with you to negotiate your next assignment. Go Navy!

*Captain Roy H. Harkins*  
PERS-403

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## Chiefs! Ready for a Call to Arms

I enjoy these opportunities to address the backbone of the Navy and the nuclear power program. Today's message is a plea for assistance.

My detailers are working hard at improving the quantity and quality of contact with your Sailors. We have an early hour and after hour detailer every Wednesday. NPC also transmits a message directly to every Sailor at the 12-months-from-PRD point. My detailers will initiate some form of two-way communication, either by voice or e-mail, starting at the 10-months-from-PRD point. We accept and act upon 1306/7s and /63s transmitted via Bupers Access. In other words, we use every

method short of carrier pigeons to reach out to you and your Sailors! Remember that the detailers are interested in speaking to Sailors and families alike.

What I am asking is for you to help us to help your crew. Involve your detailer as a key part of your Command Retention Team. Discuss your divisional and departmental PRD planning with us. We are the system experts in many personnel policies and in the Enlisted Assignment System. We have the answers about the next job waiting for you and your division!

*ETCM(SS) Timothy Scott*  
PERS-403C

# Look to NR-1 for Career

NR-1 is a nuclear powered deep submergence submarine stationed in Groton, Conn. It is a very challenging assignment, and anyone serving on board this ship is doing all he can to set himself above his peers. Want proof? Selection rates to commissioning programs from Sailors serving at this command are the best in the Navy. Only here can an enlisted man qualify as Officer of the Deck of a nuclear submarine or serve as a Nuclear Division Officer. Selection to this command comes only after a detailed screening process in which nuclear pipeline grades, performance evaluations, and watch qualifications are reviewed. Qualification as Engineering Watch Supervisor and upper-half class standings in power school and prototype are mandatory; waivers for these requirements are unlikely to occur. If any nuclear submariner is interested in NR-1 for his next duty station, please contact me for more information. If I can't answer your question, I've got NR-1's phone number, and I'll find your answer.

If Groton is too cold for you, our next hot spot is Guam. Only a few submarines will be forward deployed in this homeport, with the first boats expected to report this summer. Guam, a tropical island located in the eastern hemisphere, is located such that reduced transit times to deployment areas will allow for reduced deployment lengths. If you are interested in a submarine stationed in Guam, give

me a call. Additional information concerning Guam can be found at [www.guam.navy.mil](http://www.guam.navy.mil).

I know many of you are waiting to hear more information about the PCU HAWAII, the third ship of the new Virginia-class attack submarine. Initial manning for this ship is currently scheduled for mid-2003. This is not set in stone, but an approximation for planning purposes.

Lastly, congratulations to all those selected as a result of the last advancement exam for ET1. The Navy is looking to you to take a bigger leadership role in your division. Learn everything you can from your LPOs and leading firsts, you will ultimately be relieving them.

*ET1(SS) Wayne Bixby  
PERS-403CE*

## Home Ported in Paradise

I would like you to consider an opportunity to see the world while living in a paradise. With the home porting of submarines in Guam, the ability now exists to allow more people to experience living in a beautiful tropical location and to have very low cost travel to some great locations in the Pacific, such as Australia, Hong Kong, and Singapore to name just a few. MAC flights out of Guam are frequent and easy to get. Another benefit is shorter deployments since your ship isn't transiting from the West Coast. If water sports, hanging out at the beach, or golfing are something you enjoy,

you could not ask for any better place. How about career enhancement options, such as completing your initial three-year tour aboard one of the submarines and split touring to the tender and qualifying surface warfare? Of course, many new facilities including housing are being built to accommodate the added personnel requirements. Single Sailors are being allowed to live in family housing, three or four to a house, depending on the size of quarters. For more information check out the Guam Web Site at [www.guam.navy.mil](http://www.guam.navy.mil).

Top performing, career-minded Sailors are needed to serve on board NR-1, the Navy's deep diving submarine. Prerequisites include:

- Upper half class standing at NPS and NPTU.
- No performance trait evaluation marks in the lower two marking areas for the last three reporting periods.
- E5 and E6 Sailors must be qualified in submarines and as Engineering Watch Supervisor.
- Must have between five and 12 years experience in the Navy with at least three years of sea experience on an operational nuclear propulsion plant.
- Favorable Commanding Officer's endorsement.
- Successful screening process and final selection through interviews with Naval Reactors.

This three-year tour allows you to qualify EOOW and OOD and will certainly enhance your career. For more information talk with your Command Career Counselor review the Enlisted Transfer Manual, or give me a call.

*EMC(SS) Mike Bahler  
PERS-403CF*

# Shore Duty Opportunities

Congratulations to all of the recently selected Third, Second, and First Class Petty Officers! Opportunity for advancement remains very strong, especially for advancement to MM1. Keep taking those hard to fill billets and challenging collateral duties. They pay off every time.

If you are one of those guys looking for a hard to fill billet, consider tender duty. We have tenders in Guam and Italy that need your skills. They are two-year billets, plenty of time to earn your Enlisted Surface Warfare qualification, and you can get there after completing only three years of sea duty. After you have completed your tender duty, you can sometimes still transfer to shore duty.

Another challenging duty assignment is Recruiting Duty. We have shipmates all over the country who are heading back out to sea after a successful recruiting tour, so billets are available. You can apply for Recruiting Duty after completing only four years at sea. As long as you screen, we can send you to the district that you request. Longer sea tour waivers may be available depending upon the location requested.

If you are looking at staying in the same location, there is room for you at the IMAs. These billets have outstanding schools associated with them, including RADCON, nuc planner, and the trade skills course. These courses are all taught by the shipyard in Norfolk and provide another

NEC to add to your skills qualifications.

When you are considering your shore duty choices, don't forget about Nuclear Instructor Duty. There may be space available at NPTUs, NFAS, and NPS, as well as SUBSCOL in New London, Conn. All of these spots are terrific places to work on furthering your education.

If you have any questions or just want to find out how things are looking for your next duty assignment, don't hesitate to give me a call or send me an E-mail. You don't have to be in your negotiating window to give a ring.

*MMC(SS) Terry Nystrom  
PERS-403CG*

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## Standing Out Above Your Peers

How does one stand above their peers in the eyes of a selection board? Sustained superior performance, particularly at sea, and assignment to top notch billets. Which billets qualify as top notch billets?

One top-notch billet for ELTs is Submarine NR-1. Qualifying Engineering Officer of the Watch and Officer of the Deck are expected and what a great bullet to have in your evaluation. For PO1s and PO2s, a minimum three years of sea time, not more than 12 years of service, upper half training pipeline grades, and superior performance are required. If you are interested, send me a

NAVPERS 1306/7 so we can get your screening started.

With the manning at prototypes nearing 100 percent, we are concentrating on IMA manning. There are opportunities in most fleet concentration areas with Kings Bay, Ga; Groton, Conn; and Pearl Harbor, Hawaii being the top priorities. The submarine tenders located in Guam and Italy are also a good choice. After completing a two-year tour, you could screen for a follow-on shore tour. All you need to do is send a 1306/7 with a Commanding Officer's recommendation. When screening for particular assignments, the strength of a Commanding Officer's endorse-

ment may break you out from others screening for the same assignment. If there isn't a Commanding Officer's endorsement on you 1306/7, guess who gets selected!

Some of you may be wondering why you received a call from a Detailer on Wednesday morning or night. There is always someone here Wednesday morning and night to make or take calls from people who may not have a chance during the normal workday. If this applies to you, feel free to call. As always, please call so we can work together to pick your next challenging assignment.

*MMC(SS) Jim Hargrove  
PERS-403CH*

# Make your Career Work

Is something missing? Stuck in stagnant water in your career? Do you have goals you have not yet accomplished? If you have answered "yes" to any of these questions, I have the solution for you. I can guarantee Electronics Technician Maintenance School (ETMS) en route with orders to the Nuclear Power Training Unit in Charleston or Ballston Spa. This "one-two combination" of ETMS and NPTU is a challenging and exciting way to boost your career to the next highest level. Not only will you be helping to train the Nuclear Sailors of the future while serving at NPTU, you will also be learning skills at ETMS that will develop you personally and professionally. One benefit of this package is ETMS, the cornerstone of our rating. ETMS will provide you with the insight to thoroughly investigate and provide solutions to the most challenging problems. After attending this school, you will not only be more technically proficient, but more confident in your decision making process. Another benefit is the opportunity to work toward a college degree. The University of South Carolina, Charleston Southern, and Limestone College are located in the Charleston area and have many degree completion programs to accommodate personnel in shift work.

You may ask, "How do I apply for this one-two combination?" The answer to this question is simple. Start preparing early! You can apply by using a NAVPERS 1306/7 (with endorsement) per the ENLTRANSMAN. With sea tour waivers, you could potentially transfer to shore duty after only three years of sea duty. Three years is enough time to meet your sea duty goals if you start right away. For more information about this package or other detailing questions, contact me.

*ET1(SW) Robert Young  
PERS-403CI*

## New EM Detailer On Board

I'm EM1(SW) Vicente Baca and I have relieved ETC(SW) Emerick as the Surface Nuclear EM (E4-E6) Detailer. I have just completed a successful tour aboard the USS ENTERPRISE (CVN 65), and I'm looking forward to serving as your detailer. I will do my best to match your needs with the needs of the Navy. Along that line, your performance and qualifications will play a major role in assignment options.

One of the best options the Nuclear Navy offers for your personal and professional development is an exciting tour as an instructor at one of the Nuclear Power Training Units. There are usually rewarding positions open

at both sites with tremendous opportunities to complete a college degree. You can apply for instructor duty by submitting a NAVPERS 1306/7 (with a command endorsement and your last three evaluations) per the ENLTRANSMAN. With sea tour waivers, you could potentially transfer to shore duty after only three years at sea, which is enough time to meet your sea duty goals if you start right away. Your sea duty goals should include timely senior in-rate qualifications and Enlisted Surface Warfare Specialist. If your NPS or NPTU standings are not upper-half, you can still receive waiver consideration by maintaining good evaluations within your peer group, qualifying cross-rate watch stations, and qualifying PPWS.

Another challenging shore duty option is Recruiting Duty. Presently, most Navy Recruiting Districts (NRDs) have openings, however you should call or E-mail me to discuss specific location availability. To help in your decision on selecting a district to go to, I have the Chief Recruiters' phone numbers. They will be able to tell you exactly what Recruiting Stations are open in their NRD. For more information or any other detailing question, please contact me. Once again, I look forward to working with each of you.

*EM1(SW) Vicente Baca  
PERS-403CK*



# Mission First, Sailors Always...

“Mission first – Sailors always!” What a strong statement! What does this statement mean to us individually? Navy leaders are being evaluated primarily in two areas. First and foremost, we are evaluated on our contribution to the mission of our command, ship and Navy. Mission is our number one priority. The second point of evaluation is how well we develop our Sailors. People are our most valuable asset. This article is about our Sailors, and how we, the Chief Petty Officers, should be involved in their career decisions.

You have experienced command and detailer involvement in the career decision process in a different way over the past year. Approximately one year prior to projected rotation dates, all Sailors receive a message from Navy Personnel Command that prompts communication between the Sailor and the detailer to begin negotiation for his/her next assignment. This communication is not intended to be solely between the individual Sailor and their Detailer. It's intended to initiate communication between the Sailor, the Sailor's command, and the detailer.

This is where the chain of command, the career counselors and the detailer become a team. As a team we will help our

Sailors successfully navigate through the very important step of finding the right assignment that will challenge and develop them while placing them at the right command to ensure mission accomplishment.

There is a system in place that helps with providing Sailors with equal access to available billets. JASS, as many of you are aware, has many strong points and is a valuable tool for everyone. It allows everyone the same opportunity to apply for the same job – it eliminates the “first one to call gets the job” situation that existed in the past.

Detailers now select the best applicant for each job vice the first applicant. “View-only” JASS is available to all Sailors on BUPERS Access. The times and dates “view-only” JASS is available are also located on BUPERS Access. Your Command Career Counselor can help you or your Sailors in getting access to JASS and with submitting an application for a job on JASS.

I challenge you to make a difference in the lives of our Sailors. You are the one with the insight, experience, and knowledge of what is best for your Sailors. Train, develop and lead the Navy's newest Sailors who will be tomorrow's finest leaders.

You can reach me by phone at DSN 882-3648, Comm (901) 874-3648, or via E-mail at p403cj@persnet.navy.mil.

Stay safe out there!

*MMCS(SW/SS) Brad Ross*

*PERS-403CJ*

## New Zone SRB

I'd like to wish ENS Farmer fair winds and following seas as he begins his service as a Limited Duty Officer. I am happy to report that I am now the “A” Gang E1 to E5 detailer and I look forward to serving you.

Let's talk money: I hope everyone has had the opportunity to review the new SRB GENADMIN (NAVADMIN 336/01). You senior Sailors should quickly notice that we now have Zone “C” SRB. I think you would agree that this is real good news for our senior Sailors. Engage your command career counselor for specific information regarding your eligibility for SRB and reenlistment.

One item that I discussed at length during my turnover process was the number of personnel who are unaware of their overseas entitlement benefits. The Overseas Tour Extension Incentive Program (OTEIP) initiative is designed to allow second-term career and first-term personnel assigned to an overseas duty station for 36 months to receive a choice of benefits once they reach the 25th month of a 36-month

*Continued on page 39*

# Nuc Instructor Duty could be for You

If you're reading this article, I figure one of two things has happened.

You're wondering what the next step is to take on a career path that will lead to significant advantages within your peer group and may result in early advancement, or you've been on Gonzo Station for so long now that anything new in the magazine locker looks good to you.

Well, if you're the latter, go to the next article. If, however, you are the Sailor described in #1 above, read on! But first, let's get some of the perfunctory material out of the way.

**Screening:** A review of class standings, qualifications (ESWS, senior-in-rate or supervisory

qualifications, etc.), and performance at sea. Additionally, a strong command endorsement is a must. If you need a waiver, including sea tour waivers, you must have something else that makes your record stand out. Something that illuminates any record is qualification as Engineering Watch Supervisor/Propulsion Plant Watch Supervisor early in your career. On the other hand, detractors include PRT failures and NJP convictions.

**Incomplete/Improper requests:** As NAVADMIN 341/01 attests, sea/shore rotation is 54/36 for third and second class petty officers and 60/36 months for first class petty officers. That said, requirements for Nuclear Instructor Duty remain the same. Chapter 9.56 of the ENLTRANSMAN contains very specific and unambiguous guidance for requesting Nuclear Instructor Duty. In a nutshell, sea length requirements are three years for duty at NPTU and four years for duty at NFAS/NPS.

By the time this *LINK* "hits the street," I will have made a detailing trip to Norfolk, Va. and have had a chance to meet with some of you in person. Here's what I talk about during detailing visits.

**Manning requirements:** The need for Nuclear Instructors still exists at all of the training commands, particularly at NNPTC. There are openings for

instructors at all prototype sites, but presently our greatest need is NPTU, Charleston. Moreover, there is a great need for EMs/ETs at NPS and ETs/MMs at NFAS. If you are a Surface Nuke approaching four years at sea and have not thought about doing a tour at either NPS or NFAS, I'll tell you point blank, that you are doing yourself a severe disservice. Give me a call, I'll be happy to give you the "scoop" on what duty at NPS/NFAS has to offer.

**Timelines:** Your screening request, when completed, is good for one year from the date of approval. Screening typically takes two weeks to complete. If approved, I write orders that usually hit the fleet within two weeks. When considering this time requirement and then adding the time needed to set up household goods/POV moves and family transportation, a transfer date comes upon you quickly. Procrastination only hinders your ability to smoothly navigate a PCS move. So if you're thinking of Instructor Duty and you're already at the minimum sea time required for the duty, you're behind the eight ball - get hot! If you have any questions, pick up the phone and give me a call or e-mail me. Heck, put a note in a bottle and throw it over the side! But whatever you do, don't let this good opportunity pass you by. I look forward to hearing from you.

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### *SRBs continued...*

tour. The Consecutive Overseas Tour (COT) incentive permits a member and his family to receive a ticket to his home of record. Chapter 4 of the ENLTRANSMAN outlines these programs indepth. Educate yourself on both programs.

Finally, for the guys sitting on the fence, call me before you make a decision to separate. Give me the opportunity to find a billet that satisfies your personal goals and fosters your professional growth. Your chain of command and your Command Retention Team are there to assist you in making the most of your Navy career. Again, I look forward to working with all of you.

*MM1(SS) Gary Strong  
PERS-403CN*

*EMCS(SW) Ray Patey  
PERS-403CL*

# Being the Best is Key to Success

How can you set yourself up to be on the fast track and have the very best career? Here's a tip. When you arrive on your first ship, qualify quickly and at the 36-month point, transfer to one of the NPTUs as a Nuclear Instructor. This gives you a great chance to go to college and qualify as a Master Training Specialist. What a jump-start to a great career!

However, some of you may want to set your sights even higher by teaching at Nuclear Power School or Nuclear Field "A" School. These are the two jobs in the Surface Nuclear Navy that require the very best, while offering some of the greatest

opportunities and rewards. Nuclear Instructor Duty historically offers improved chances for advancement and sets you up not only to make MMC, but also helps with future advancements to MMCS and MMCM.

Since I have you thinking about one of these two demanding jobs, let me tell you the other advantages. Colleges at the Nuclear Power Training sites afford you the opportunity to work on your degree while developing professionally. All selection boards look extremely favorably on higher education, which is easily attainable at NPS

and NFAS. There is also the chance to spend some significant quality time with the family.

In closing I just want to say if you are getting close to your PRD (within one year), call me. I want to assist you in making the very best informed career and assignment decisions. To accomplish this, I need your input. By working together, we can arrange the right duty selection based upon your career goals, needs of the machinist mate community, and your desires.

*MMC(SW) Benny Goodman  
PERS-403CR*

## Consider Nuclear Instructor Duty

During a recent visit to NPC, the CNO stated that our Navy is the greatest Navy in the history of man. What sets us apart? Our technology, our capabilities, but even more importantly our people – volunteers to service, young men and women who have decided to serve their country. If you are interested in making a real difference in the lives and training of these other volunteers, I urge you to consider Nuclear Instructor Duty.

There are many great reasons to do an instructor tour: advanced

qualifications, leadership challenges, a competitive edge for advancement, a large amount of SRB and the satisfaction that comes from teaching Sailors new concepts. The benefits and importance of instructor duty are obvious, and there is always a need for more instructors. Please keep in mind that first-term Sailors may qualify for a sea-duty waiver of up to a year and a half.

Graduates from the Radiological Controls Technical Training School are currently in high de-

mand in most nuclear surface and submarine homeports. ELTs are the program experts. Call me or MMC(SS) Hargrove for further details!

Recruiters are also in demand. If you want a chance to work closer to your home, and be "where the rubber meets the road," consider recruiting duty.

As always, please call me if you have questions or concerns. Keep up the great work!

*MMC(SW) James Hogan  
PERS-403CT*

**LINK E-mail address: [link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

# D-5 Conversion Update

As you know, I always keep you abreast of how we're coming along in the D-5 conversion process. ALASKA and NEVADA are still on track to complete their D-5 conversions this fiscal year leaving two more boats left to convert in Bangor. The timeline right now is for all conversions to be complete in FY04.

Also the Kings Bay boats are being modified with the D-5 Backfit Weapons System and their timeline coincides with the Bangor units (meaning target for completion is FY04). Once all is said we as MTs will be able to train on one system and get the chance to develop in-depth system expertise.

There will be other "trickle down" effects (most positive) resulting from the conversion to one weapons system including consolidation of school pipelines and uniform training programs.

I continue to receive a lot of questions regarding the new SSGN class submarines. Coming fresh off a trip hosted by Strategic Systems Programs Headquarters, all I can say that it is a work in progress.

It's happening, and I will provide details as more information becomes available. I will say that this will be a unique and great opportunity for all personnel assigned to this platform.

Also, the Enlisted Community Manager with some help from PERS-403 is hashing out the advance schools we, as MTs, reporting to the SSGNs will receive.

Accessions update: I am now assigning more third class petty officers to sea. Good for us right? However, I do have a challenge to present to you leaders out there - retaining those personnel whom we accessed into their second terms.

This will be a team effort between all of us that lead and have an impact on the retention of our junior personnel. The reasoning is sound. Life as a senior MT is good.

We have challenging instructor duty assignments as well as shore duty at SWFPAC/SWFLANT. It is also an exciting time as our rate continues to undergo some positive changes.

Senior enlisted leaders need to sell that to our young Sailors. To the young Sailors: start developing your career goals right now.

Take a step back and plan "a vision" of where you would like to go in your Navy career and take steps to get there.

*MTC(SS) Gene Chatten  
PERS-403DE*

## Earn a Commission

See OPNAVINST  
1420.1 to apply for all  
officer programs.



# Communication Equals Money

The new SRB NAVADMIN 336/01 has "hit the streets." Be sure you review this with your Command Career Counselor, but let me point out the highlights now. Our first-term SRB multiple for Zone A (less than six years) has increased again to 4.0 or roughly 41 to 44K for six years. This is what I would do: Get an SRB worksheet from your CCC and fill it out for the number of years you plan on reenlisting for if you're eligible to reenlist. Do not forget to include the E5 pay increase for STAR reenlistment and your SUBPAY (X 36 months) on the worksheet.

On another note, in October of this year the conversion of surface TM to MM(Weapons)

billets will be complete. Below is a list of total post conversion MM(Weapon) billets:

	Sea	Shore
Groton	150 #1	97 #2
Norfolk	73	95 #3
Kings Bay	100	19
San Diego	38	32
Bangor	88	15
Pearl Harbor	127	48
AS-39	12	
AS-40	15	

(#1 includes 18 new construction billets)

(#2 includes 70 billets at NSSF)

(#3 includes 70 billets at Yorktown)

As you can see, some personnel in Pearl Harbor, Kings Bay, and Bangor will need to be realistic in

their desires to remain in one area. Your early communication with me as your Detailer and the maximum use of your detailing window will increase your chances of finding an assignment that suits your desires. Keep in mind it's performance that counts. Bottom-line: If you want to get advance performance with be the "X" in the equation that leads to another crow on your arm or anchor on your collar.

Call me before I return to sea this year with your questions and concerns about staying in the worlds "BEST NAVY". I have enjoyed helping you advance and "STAY NAVY". See you in the Fleet.

*MMCS(SS) Rodney Arnold  
PERS-403DF*

## Check Out New SRB Information

The new SRB message is out (NAVADMIN 336/01). Please review this message carefully and discuss any specifics with your Command Career Counselor. I need any first and second class petty officers who are looking for a challenge to consider Guam as your next assignment. I'm talking all submarine commands in that area. As of the writing of this article, I still have openings at Submarine Squadron 15, FRANK CABLE (AS 40), and all three submarines heading in that direction (COCC, SAN FRANCISCO, HOUSTON).

Now, for the hot topic of the quarter - Instructor Duty.

If you're looking for a challenge and you are interested in taking my current "hot fill," give me a call. Instructor Duty provides you an opportunity to accomplish the following:

- Earn Master Training Specialist Designation.
- Attend Instructor Duty Training (known throughout the Fleet as BIT) which certifies you as a trained facilitator.
- Stay "in tune" with the latest technical advances within your rating.
- Provide you an opportunity to play a key role in the professional development of junior and senior fire control technician and

other submarine designated personnel.

If you are interested in this assignment and you're within your negotiation period, please give me a call and I will provide specifics. Also for those of you who are a little outside of your negotiation window (12 months prior to PRD), please feel free to give me a call as well. There are some other incentives that limits of space do not permit to cover in this article, but I will be more than happy to discuss them in detail.

In closing, I would like to thank all of you for allowing me the opportunity to serve you.

*FTCS (SS) Stanley Cox  
PERS-403DG*

## Submarine / Nuclear Power

# MM (Weps) - More Money, More Money

I have anxiously been waiting for my chance to write to you. I am STS1(SS) Bearden and I want to remind you that we here at NPC are committed to your career success and providing you the very best in customer service.

Many of you have asked about being released to Physical Security or Recruiting Duty. Let me briefly explain the process. When you call me and voice your interest in these programs, the first thing I look at is your PRD. If you are within your negotiation window, all is good. I make a notation on your record that I am releasing you to Shore Special Programs (PERS-4010). As soon as PERS-4010 receives your nomination they send a screening message to your command. If you successfully screen for recruiting duty, you will then be released to PERS-4010 at which time you will negotiate your special program assignment.

Recruiting and Physical Duty are very important shore duty assignments and our thanks goes out to those of you who are "stepping up to the plate" to serve in these assignments.

Speaking of challenging assignments, if you are a First or Second Class Petty Officer and would like a challenging shore duty assignment then consider Instructor Duty at Submarine School, Groton, Conn.

This is where our focus will be for the next few months and some of you can even expect a phone call from us asking you to consider such an assignment. The benefits of Instructor Duty are many, some of which include:

- The opportunity to earn your Master Training Specialist Designation.
- Attend Instructor Duty Training (known throughout the Fleet as BIT) which certifies you as a trained facilitator.
- Stay in connection with the latest technical advances within your rating.
- Opportunity to assist in the professional development of junior and senior Sonarman.

In addition, if you are interested in this assignment, I will be able to provide you with the exact course you can expect to teach. The bottom line is this - we need strong midgrade petty officers at submarine school and if you're up to the challenge, give us a call.

Finally, please take a moment to review the latest NAVADMIN 336/01, which lists the new SRB multiples. There is a decrease in the STS SRB award levels. This decrease stems from increased retention and lower attrition out in the Fleet. But not to worry, the award levels are still significant (5.5 for first term personnel and 4.5 for second term personnel).

If you are interested in reenlisting for SRB, please inform your command career counselor and feel free to call us if you have any specific questions regarding eligibility to reenlist for SRB.

*STS1(SS) Norman Bearden  
PERS-403DL  
STSCS(SS) Jimmy Duvall  
PERS-403DH*

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and on the Internet, at:**

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# Get Ahead: Look at Instructor Duty

What a difference a couple of years can make! Our accession numbers are so strong that we are “busting at the seams” with talent. This is a grand opportunity for all of us; especially those of us in leadership position because you will be charged with developing these talented personnel.

Because the interest in the SECF Program was so strong, we in the personnel business were allowed to focus on the quality of the person being accessed (from the recruiting station to the volunteers we get from other communities).

Interested in a challenging and rewarding assignment? Our “hot fill” right now is Instructor Duty assignments at Submarine School, Groton. We need you midgrade petty officers (First and Second Classes) to undertake this challenging assignment if you’re eligible to transfer to shore duty.

Some of you might even get a personal phone call prior to entering your window to discuss the possibilities about assigning you as an Instructor.

What does Instructor Duty have to offer you ask? Good question.

Instructor Duty offers a chance for you:

- To earn your Master Training Specialist Designation.
- To attend the Instructor Duty Training Course (known throughout the Fleet as BIT) which certified you as a trained facilitator.
- To stay in connection with the latest technical advances within your rating.
- To gain the opportunity to play a key role in the professional development of junior and senior Electronic Technicians.

In addition, if you are interested in this assignment, we will be able to provide you with the exact course you can expect to teach. I need you strong midgrade leaders to take full advantage of this opportunity.

In closing we say farewell to ETC(SS) Brooks who put in a lot of hard work and long hours working for the fleet Sailors these past three years. We

welcome ETC(SS) Page as his replacement. He brings with him deckplate experience in career issues and an enthusiastic attitude toward his new assignment as the SSBN Navigation/SWS E1-E6 Detailer.

*ETC(SS) Chris Gamblin  
PERS-403EC*

## Communicate with your Detailer

One thing that will make my job easier and your life better is early and aggressive communication with me as your Detailer. What I have been experiencing over the past few months are “fence sitters” that wait until one month prior to the end of their enlistment and decide to reenlist . . . for STAR!

Shipmates, that’s too late. “C” School quotas are filled six to nine months in advance and waiting until the last minute delays you in receiving your advance training and frustrates the both of us. As your advocate, I want you to attend our “C” Schools as soon as you’re eligible at a time that works for you, your current unit, and the schoolhouses.

Another leadership note, and I’m done. If you’re a Leading mess management specialist at-sea, please ensure that you are the one driving your sailors’ career concerns. It starts with you as the MSLPO. Work closely with the Supply Leading Chief Petty Officer (if it is not you) and the leadership of your boat to ensure that there is a plan to rotate personnel to and from your unit in a well-organized and thought-out fashion. Keep in mind concerns such as leadership continuity, eligibility for schools, and change of key personnel such as the Executive and Supply Officers. Approach a rotation plan from a common sense approach and develop a plan that works for you, your “troops”, and the boat.

That’s all for this issue. Keep having fun!

*MSCS(SS) Bryce Wilson  
PERS-403EG*

# Career Development is Critical

Carefully planning your career path is one of the most important things you can do and tour assignments are a crucial ingredient to your success. The type of assignments you undertake and your performance in those assignments will contribute to your overall immediate and future career success. Your success in diverse and challenging assignments will only enhance your chances for promotion, especially as you strive to break into the “khaki” ranks.

Speaking of “khaki” leadership, I would like to comment on the various calls I receive from senior yeoman who ask, “I’ve

done a leading yeoman tour, what else is there?” To that I say this: Do not lose sight of the total picture. Our primary job at sea is to provide leadership to our junior yeomen and to act as a key advisor to the leadership of the submarines on which we serve. Multiple Leading yeoman tours should be looked upon as an opportunity to expand your horizons and build upon your leadership skills. It is when you reach the senior levels that your leadership and technical skills matter most!

We will always need senior yeomen at sea. If you are a senior yeoman and are looking for

“something different,” then qualify in advance watch stations or complete your Chief of the Boat qualifications. Look for ways to enhance your portfolio and exercise your leadership skills “away from the desk.” But the most important thing is to know that your leadership is needed and the challenge of a follow-on leading yeoman tour is what you make it.

I wish you all the best in your future endeavors.

*YNCS(SS) Wade Reynolds  
PERS-403EF*

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[www.navycollege.navy.mil](http://www.navycollege.navy.mil)

# Team Detailing for Aviation Sailors

Many of you in the various aviation communities at sea and ashore have been receiving calls from your detailer. While this may surprise you, this is our attempt at proactively engaging the Fleet Sailor before the negotiation window so we can discuss realistic assignment options, career desires, family considerations and other special circumstances that may have to be considered during the negotiation process.

It is critically important that you communicate not only with your detailer, but also your command retention team members. In the very near future, we will be coordinating with your CCC on career desires of every Sailor in your command. We are interested in every Sailor and their future career decisions.

This new 'Team Detailing' philosophy will ensure every Sailor is communicated with by the

local command retention team and the detailing team in Millington. The key participants who form this "Team" are the Sailor, Detailer and Command.

Sailors should also ensure family members are involved in career discussions and the final decision of next assignment. We look forward to engaging each Sailor and retention team prior to the assignment negotiation window of six to nine months prior to PRD. Don't let this opportunity slip by without talking to your detailer and CCC. All members should be under orders six months prior to PRD. I look forward to assisting in furthering the outstanding reenlistment success enjoyed over the past year. We can do this together. Keep in touch. STAY NAVY !!

*CDR Tim Ferree*

*Branch Head, Aviation Enlisted Assignments  
PERS-404*

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## Retention at Sea

I'm honored to carry on the mission for the PR community. I will do that by ensuring we get the most up to date information out to you in the squadrons, AIMDs, on the deckplates and in the staffs. Information technology has been, and will continue to be, the key element in getting crucial, career related data to you. As new billets for our rate open and others close, be advised, that to date there is no other rate in naval aviation as diversified as the PRs – Take advantage of the many challenges that are out there!

I would just like to cover a few issues with you in this edition. First, and probably most important, when you call for orders, please be realistic. As some of you have found out already, I'm flexible to the maximum extent possible when detailing you orders, but realize I can't offer you what isn't available. Each of you should have short-range and long-range plans. If you are currently serving on shore duty and are due for sea duty, I will do my best to keep you in the proper rotation and at the location that best suits our rating, your needs, and the Navy's needs. Re-

member those sea-intensive locations: San Diego, Norfolk, Whidbey Island, Jacksonville and Lemoore!

At present, there are several open sea duty billets, primarily in Oceana, VA. These are high priority, must fill, billets and may be the reason why I cannot write orders to San Diego or Jacksonville. Consider those Riggers out there in the shops that are deployed – we have to take care of them! Also, these are excellent assignment areas which provide varieties of recreational activities, educational opportunities and family support. Norfolk and San Diego both provide the best opportunities for homesteading. I'll be happy to provide you with details and a point of contact for any of these assignments. Taking orders to any of these locations can be one of the best moves you've made.

Efforts have, and continue to be made to enhance all facets of the service in order to make a Naval career more appealing. It's not hard to figure out why – we need you. Before you make the decision to separate from the Navy, I urge you to weigh all your options. Talk with your career counselor and give me a call or E-mail.

*PRCS(AW/FPJ) John Heck*

*PERS-404DM*

# P-3 FEs: Show Me the Money

What does a P-3 flight engineer (FE) do? The FE is a Naval Aircrewman (NAC), who is an essential member of the P-3 crew. The FE is part of the flight station team—critical for safety of flight. This includes executing all normal and emergency procedures, operating the aircraft engines and systems on the ground and in-flight. The duty is demanding, but it is the most rewarding job you can imagine. Additionally, you're first on the plane at pre-flight and the last to leave at post-flight. You will become the aircraft systems expert, you will often assist "out of rate" work centers with discrepancy troubleshooting. Finally, you will be the central point of contact for the crew and maintenance control.

For many, this demanding aircrew job is reward enough. However, the Navy has numerous incentives and financial benefits for the FE program. They include:



**CEFIP (Career Enlisted Flyer Incentive Pay).** Once you are in the aircrew program you automatically receive CEFIP, commonly called flight pay. If billet priorities allow and should you want to take a break between aircrew assignments; there are non-flying billets available to you. CEFIP allows the career flyer the flexibility to take one of these billets and not get penalized. Thus, you will still get flight pay during this tour. Current CEFIP rates start at \$150.00 and top out at \$250.00 a month. The amount of money you receive is dependent on how long you've been flying; not your rate.

**Advancement.** Once training is completed, STAR and SCORE programs will advance you to the next pay grade if you qualify.

**SRB.** Currently NEC 8251(P-3 Flight Engineer) is getting a level 2.0 for zone "A", 4.5 for zone "B", and 1.0 for zone "C". These award levels represent the highest SRB level of any aircrew position.

**SDAP (Special Duty Assignment Pay)** is currently \$110.00 for P-3 Flight Engineers. That means you'll receive \$110.00 dollars a month just for being a FE. No other P-3 aircrew position receives SDAP.

**Travel.** Where else or better yet, who else is going to pay you to fly around the world, stopping at remote and exotic detachment

sites along the way. You will also receive per-diem for travel; this is extra money allocated to you while traveling.

### **Preparing the Package:**

This is very easy and once completed should be mailed to your current rating detailer (fax a copy prior to sending the original). This allows your rating detailer to evaluate the package prior to routing. The following will need to be included in your package:

- **1306 requesting the Flight Engineer.**

- **Class II swim qualification.**

- **Full Flight Physical** (ensure block 77a of the physical for is checked and signed by Naval Flight Surgeon).

- **Evals 3.0 or > with no NJP or PRT problems within the last 3 years. (Send your last two evals.**

- **ASVAB scores. AR+GS+2XMK>196/waiverable.**

The P-3 FE Program is wide open! Source ratings include AE, AD, AM, AME, AO, and AT. If you are not in one of these ratings, submit a conversion package. For more information, don't hesitate to contact the FE detailer.

Aloha and Mahalo!

*AEC (AW/NAC) Dorpinghaus  
PERS-404EH*

# Career Enhancement: A Good Thing

“How can I enhance my career in the Navy?”

This is a question we should all ask ourselves regularly. Choice of duty assignments can boost one's career progression; depending on which one is right for you. We are here to assist you in making the right decision within the constraints of the billets available.

Keep in mind, timing has a lot to do with your next assignment. This is one of the main reasons we are proactively engaging you in your orders negotiation process early in your window. Navy Personnel Command is presently reengineering the manpower distribution system to better assist you with career decisions.

Remember that your negotiation window is from the beginning of your ninth month to the beginning of your sixth month prior to your Projected Rotation Date (PRD). If you reach the last week of the seventh month (refer to back page of *LINK*) and you are not under orders, we will make an attempt to contact you for a final negotiation.

Another way you can enhance your career is through Advanced Avionics Integrated Weapons System Maintenance (AAIWSM) School. This is a great opportunity for E4 personnel to utilize the

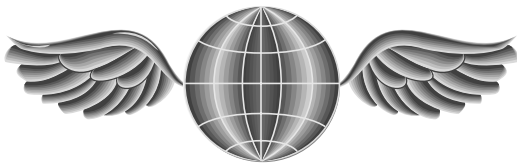


has seen. For many of you, the opportunities you are being offered were nonexistent to most senior AE personnel. Take advantage of them while the opportunity is yours!

Military couple assignments can be a challenging process for those involved. Please refer to the ENLTRANSMAN and MILPERSMAN and become familiar with assignment policies before submitting your requests. Assignment of military couples will be to fleet concentration areas (i.e. Norfolk, San Diego, Lemoore, etc.).

This allows both members to be placed on a three-year rotation cycle with a greater chance of future duty assignments being available for both members. Please keep this in mind when submitting your requests.

**DID YOU KNOW:** Military couples must be on board their ultimate command a minimum of twelve months before they can request spouse collocation (ENLTRANSMAN 3.21).



STAR program, which guarantees them automatic advancement to E5 upon graduation.

AEC Eakins wrote an in-depth article concerning this school in a recent edition of *LINK*. We are still looking for volunteers. Please contact us if you are interested or need more information.

Congratulations to those of you who are taking advantage of the latest SRB increase. The 3.0 SRB is the highest bonus level the AE rating

AEI(AW/SW) Schroeder  
PERS-404CE2



# GUARD 2000 and OBLISERV to Train

Specific guidelines for **GUARD 2000** are in Chapter 8 of the ENLTRANSMAN.

**Who is eligible.** Members E4 through E9 that qualify for advancement. First-term Sailors wanting to waive up to 18 months of sea duty for a specific area or type of duty.

**What must be done:** After receiving counsel from your Command Career Counselor, contact your detailer for specific reenlistment agreements. In every case your reenlistment for GUARD 2000 will be for a minimum of four years, up to a

maximum of six years, depending on how many months of sea duty are waived.

**OBLISERV** to train followed by reenlistment allows you to satisfy the OBLISERV requirements of 42 months to go to C school; upon graduation and earning the 7412 NEC you can reenlist and become eligible for SRB.

Remember your current EAOS must be before the graduation date to be eligible. Also you can only extend your enlistment up to 48 months, so keep that in

mind when you OBLISERV for "C" school.

Last but not least, I would like to announce the arrival of the Assistant AG Detailer, AG2(SW) Priscilla Perez. Many of you have probably already talked to her.

Upon completion of the training process she will become the E5 and below Detailer.

Her new phone number is (901) 874-3904 or DSN 882-3904. E-mail is p404dh1@persnet.navy.mil.

AGCM(AW) Robert Mugler  
PERS-404DH

## Take Charge of Your Career

I have been bouncing from job to job up here and have now landed in the E5/NDI seat. Chief Sims has moved on to bigger and better things and is now at VS-30. I know that she did her best for you all and I plan to do the same.

My goal as your detailer is to be fair and consistent. If there is a way to say yes, I will. If there is not, I will do my best to explain why and move on from there. I believe that is fair.

Here are the things I request from each and every one of you. Find out what your PRD is and make a note of it for future reference. Twelve to 10 months from your PRD you need to meet with your CCC for career counseling. At the 10-month mark we need to have a one on one conversation about your career intentions. If you are at sea, send me an E-mail and I will get back promptly. This is not the time to negotiate orders but rather to align expectations. Both yours and mine; hopefully we will identify some middle ground to work with once you get into the negotiating window.

Use the back of this and every issue of *LINK* as a guide for the month that you can start to negotiate orders. Do not let one single cycle go by without looking at JASS and making a valid application. Only apply for billets within your current paygrade. My job is to fill the E5 billets with E5s. Use the comment block in JASS to inform me of any special circumstances. I.E.: GUARD, back-to-back sea, COT, whatever the case is, it exists for your use. If you are not selected, please review my comments. If you do not apply through JASS you will not get the job. JASS allows everyone a fair shot at being selected for a billet and that is my goal. On the back of the *LINK* you will also find the last month you have to negotiate for orders. You need to be under orders by the end of your last month.

If you are not seeing what you want on JASS do not just sit back and let your negotiating time pass. Get with your CCC and call or E-mail me so we can try to find some middle ground.

SRB award levels have gone up again; Zone A is 3.5 and zone B is 2.0. That is great news. I want you all to realize why we not only have an SRB but an increased SRB. The Navy needs you. Look at JASS and notice the commands that have several billets available. Those are commands that need you the most and that is why you are getting the big money.

Your Command Retention Team and the detailer are a team. Keep them in the loop and ask the hard questions. I always have time to talk with Sailors, but you need to confer with your CCC before calling.

In closing I would like to once again challenge you all to take charge of your own destiny. Know your PRD, negotiate for orders and embrace the outcome. Keep a positive attitude and always do your best. Good things will follow. So, until next time, work hard, play hard, watch out for your shipmates and be safe.

AM1(AW) PHELPS  
PERS-404EJ2



# Words of Wisdom From AM World

Greetings from the detailer shop. I want to take this opportunity to pass on some important information concerning the AM rating. Within the past year many things have transpired with the merger of the AMH and AMS ratings into a single AM rating. This change has opened up many billets to the Fleet and increased SRB 3.5 for Zone A and 2.0 for Zone B. Since the growing pains are almost complete there are still a few which I would like address.

First, contact your detailer within your three-month negotiation window. The negotiation window is six to nine months from your PRD. If you have a PRD of January 2003 your negotiation starts in April 2002. You will receive a phone call from your detailer 10 months prior to your PRD. This is just an information call and not the start of the negotiation process. When you are contacted the detailer is looking to see what your career plans are and what you are looking at for your next assignment. Additionally, please contact your CCC with what you are looking at and to find out what is available on JASS.

When negotiating for orders please have more than one option. The detailers use JASS to let the Fleet know what is available and where the requirements are. When looking on JASS and selecting a billet please keep the following in mind:

- Is the billet I am applying for within NECs held?

- Will the billet allow for advancement or is it career enhancing?



- Is the billet within the same geographical location, type aircraft and or platform which you are currently working?

- Where does the billet fall out in priority?

Once the negotiation process starts, we, the detailers, are looking at three basic items when negotiating orders. First is what your desires are. We look to see if there is any possible way to meet your desires. Second is the need of the Navy. The detailers have priorities which need to be filled. For example, AM shore duty in Lemoore, Calif. and China Lake, Calif. is our number one priority. Finally, we look to see if a platform change is going to benefit the Navy. If you have been in a particular platform for 15 years and want to change, it isn't good management to retrain a Sailor for one shore tour followed by retirement. There are a limited number of seats used to retrain all

Sailors; thus we need to carefully manage the allocation of school seats.

When detailing Sailors for their next assignment all the above issues are taken into consideration, however, every Sailor is unique and you will be detailed as an individual within these guidelines. I look forward to talking with each and every one of you, especially those of you in your negotiation window. Remember, it is your career and I can only help you if you let me know what you would like to do.

One last item. Remember your negotiation window and don't let it pass. If you don't see anything contact me. Don't just sit by waiting for the perfect billet to come up. I can't assist you if I don't know what you are looking for.

AMC(AW/SW) William H. White  
PERS-404EJ1

# Submit Order Requests Early

My first six months have been interesting and challenging to say the very least. As your detailer I'm here to work for you, but that doesn't mean you'll always get your first choice of orders or approval of your special request. We're in CREO 1 and I need to take care of your and the Navy's needs at the same time.

I'm receiving E-mails and phone calls with unrealistic requests. The time to submit your request is not when you're in the nine-month window, requests should be submitted 12 months prior to your PRD. When you're 12 months from your PRD you should start thinking about what you want to do for your next tour. If you want to apply for a Special Program or extend in your command, contact your Command Career Counselor. It's your responsibility to follow-up on your request. It shouldn't take more than four weeks to run it through the chain of command. I have billets that need to be filled with qualified and motivated

AMEs, so take charge of your career.

Work center supervisors, I need your help in mentoring our junior AMEs. You're going to be the Chief one day and yesterday was the day to start taking care of your personnel. Promotions to Chief will continue to be highly



selective and the way to get there is by diversifying your career with challenging billets and sustained superior performance. Start thinking about RDC, Recruiting and Instructor duty. We're limited on these challenging billets, so think about what you can do for the command, not what the command can do for you.

I am setting a goal to speak with every AME in the Navy who enters their 10-

month window. Apply for billets on JASS and don't let a cycle go by without looking at it. If you are deployed, I understand it's hard to look at JASS, but you need to make the effort. If required, E-mail your request to me at [p404ek@persnet.navy.mil](mailto:p404ek@persnet.navy.mil) and I'll submit your application.

Applications can only be submitted when you're in the nine-month through the end of the six-month window. If you call and leave a voice mail, please leave an understandable, clear and detailed message, with enough information, so I can answer your request. Provide a good phone number

so I can contact you. My goal is to answer every phone call and e-mail within 24 hours. Remember, there's 1800 of you out there trying to contact me.

Be safe and do it right the first time! We only get one chance to make it work!

*AMEC(AW) Lozano  
PERS-404EK*

# Communication is the Key

As the Lead AO detailer, I want to let each and every one of you know that, “*communication is the key!*”

Good communication with the detailer is still the way to a smooth negotiation. Every month we have Sailors who do not communicate with their detailers, never providing any information with regards to their wants or needs. Twelve months prior to your PRD, you should be informing your CCC about your desires for your next set of orders.

This is also a good time to update EFM status, page 2's and your career intentions. This plays a major role in the detailing process. We continuously see Sailors fall within their six-month window due to not being proactive with the detailer. Communication with your detailer through E-mail, telephone and JASS applications are the key to having a successful career.

Many of you know that the Aviation Ordnance rate, as well as the Navy, is experiencing manning shortfalls. The detail-

ers have worked closely with the Enlisted Community Managers and improved several areas which we feel will help the retention effort.



First, increased Selective Reenlistment Bonuses. A message is on the street which authorizes zone “A” reenlistees a 3.5 and zone “B” a 1.5. If you do not know what these figures equate to in terms of money, please see your Command Career Counselor.

Second, sea tours for paygrades E5 and E6 have been shortened by three months. Your Career Counselor should have a copy of the message that delineates these changes.

Lastly, we want to let you know that the GUARD 2000 program can take as much as 18 months off first-term prescribed sea tour. There are some definite improvements here that provide good incentives for Ordies who are trying to make up their mind whether to stay in

the Navy or not. Life in the Navy is getting better every day! So, for those of you who are considering separating, get with your Command Career Counselor and look carefully at all your options. Call your detailer if you have any questions. We are more than happy to discuss career options with you and we encourage you to have all the facts before you make your final decision to separate.

As the acting Rating Assignment Officer, I would like to welcome LT Scott Propst as the new PERS-404C AV/ARM RAO. He relieved LT Troy Anderson who has transferred to the USS IWO JIMA (LHD 7). LT Propst is coming to us from VAQ-134. However, LT Propst will be out of the office as he has been temporarily assigned as program manager for NPC's new Customer Service Center. I am AOCM (AW/SW) Overall and I will be the acting Rating Assignment Officer for P404C for the next few months.

*AOCM Overall  
PERS-404CR*

**Change of address? Have a question?**

***LINK* E-mail address:**

**link@persnet.navy.mil**

# Let's Talk About AZs

Since taking over as the AZ E5 and below detailer, my understanding of being the "detailer" has changed tremendously. Many challenges occur daily, and people's lives are constantly affected by their next assignment. But let me take a minute to relay some information that may make your negotiations for orders better for the both of us.

Let's talk about communication: phone calls and E-mail. On an average day, I answer 60 plus phone calls a day, read and answer about the same number of E-mails. Many of the phone calls and E-mails are for information that include issues concerning how personnel programs work, how to fill out a 1306, and how much time a person has left onboard. All these questions are readily answered at the command level by the Command Career Counselor. The Command Career Counselor is assigned to your activity to assist you in your career path and answer career questions. Utilize them to their fullest ability.

I also receive many calls about order requisitions posted on JASS. Many people call immediately after they have applied for a job on a current JASS cycle; they inquire as to whether or not they have been chosen for that particular job. JASS selections are not chosen until JASS has closed for that period. It is not fair nor is it good

ethics to post jobs via JASS for the entire fleet to view and then allow certain individuals to call and be assigned those billets prior to the JASS cycle ending. This simply will not happen. Everyone within the AZ rating in the negotiating window has the opportunity to apply for jobs within the fleet and that will remain in effect. I also get a lot of applications that are ineligible due to wrong paygrade or not in the negotiating window. Once personnel have been chosen for a particular job within JASS, your Command Career Counselor has the ability to retrieve the results and pass this information to their personnel.

Playing the waiting game almost never works the way one hopes it might. Nine months prior to your PRD, you are in your detailing window. You should be under orders at the six-month point. Many AZs have been holding out for a particular location or platform in the last quarter and did not receive the orders they were holding out for. Subsequently, receiving orders that were less desirable than those the member had hoped for. If you hear someone is transferring and you want to take his or her position, you must wait for the requisition to come available. Requisitions can change in priority and others simply go away due to advancements and

personnel changes. As you move up in the ranks be prepared for changes in platforms and locations. Detailers do not create billets; they assign what is available.

Lately, many E5 AZs have inquired about taking a pay sub to an E4 or below position in order to obtain the billet they desire.

First of all, this will not help anyone for advancement purposes. Secondly, you should not be looking to move down in responsibility. Therefore, if you are an E5, stay within the E5 requisitions and move ahead. I want everyone to understand that I am willing to assist you in your detailing adventure but by no means do I want to make real life decisions for you. Order negotiations can be very challenging and rewarding as you continue your naval career, especially, if you plan ahead and accept the possibility of having to make a change in habitat and platform. I am currently looking for some hard chargers to fill some very exciting billets in a variety of platforms. There are some sea/shore duty billets on both coasts that could have a great impact on your future advancement. I look forward to working with each and every one of you.

Have a fine, NAVY DAY!

*AZC (AW) M. S. Dean  
PERS-404DK1*

# Career and Fleet Reserve Requests

Did you know that every sailor, E5 and above, who has completed 20 years or more must request to be transferred from Active duty to Fleet Reserve status? To help you understand the process, this article includes some common "Questions and Answers" to help you make this transition. The Navy is a wonderful career and members who have completed 20 years of creditable active service are eligible for Fleet Reserve. Encourage your young Sailors to "STAY NAVY" and remember they are "our" replacements in this rate! There comes a time when each of us will face the decision to either take the next challenging assignment or if eligible, to submit a Fleet Reserve Request. Things to know:

**Q:** *What is the timeframe on processing retirement requests?*

**A:** Normal processing is 30-60 days.

**Q:** *What do I do to request a date change, modification or cancel?*

**A:** Submit a GENADMIN message to PERS-823 requesting the change including date and reason. When they receive the message they will staff it through the service members chop chain. Normal processing time is two to four weeks.

**Q:** *How long will it be before I get my final authorization message?*

**A:** After receiving your message of intent, you will receive your final authorization not later than 120 days prior to your Fleet Reserve effective date.

**Q:** *What is the timeframe for submission of a request for transfer to the Fleet Reserve or the Retired List?*

**A:** NAVADMIN 099/93 authorizes members to apply between six and 18 months prior to their requested date.

**Q:** *Have you received my FLTRES request?*

**A:** If you do not receive an acknowledgment message you should check with your servicing PSD or personnel office to see if your request was submitted.

**Q:** *I canceled my first request and I haven't received a new message of intent on my current request?*

**A:** If you have not received an answer to your request after 60 days, have your Career Counselor contact PERS-823.

**Q:** *Which retirement system do I fall under, will I get the so-called high three?*

**A:** If a service member first entered any branch of the military service after Sept. 8, 1980, and before July 31, 1986, they qualify under the High-3 retirement plan.

**Q:** *Does my D.E.P time count for FLTRES or retirement?*

**A:** Periods of service spent in the Delayed Entry Program counts for pay purposes only, providing enlistment period began prior to Jan. 1, 1985.

**Q:** *Do I need a time in grade waiver, and if so how do I get it?*

**A:** Current policy requires 24 months obligated service to go FLTRES in present paygrades E7 through E9. Requests for waiver of Time in Grade of up to one year may be approved by NPC, however, these waivers are not approved in all cases. Many varying factors are considered during the waiver process including in-rate manning, availability of relief, sea/shore rotation, minimum activity/DOD tour length requirements, etc. Requests for waivers should be included in the Commanding Officer's comments of the Fleet Reserve request.

For more information on fleet reserve requests contact PERS-823.

To have served 20 or plus years in the U.S. Navy is very Rewarding! I can imagine a no more rewarding career. 'And any man who may be asked in this century what he did to make his life worthwhile, I think can respond with a good deal of pride and satisfaction: 'I served in the United States Navy.' JFK.

ASCS(AW/SW) McWilliams  
PERS-404DJ



# New Programs assist Transitions

In this issue I would like to address some new programs designed to partner your transition through the PSC/Order process while making it more meaningful and personal.

First, within NAVPERSCOM there is a major change afoot in our order negotiating philosophy.

Why you ask? I'm sure there are many reasons, but I think there has been a tendency to fractionalize the personalities of the people we detail. Most people care about the efficiency of our Sailors, but we might not care enough about their home life. Do we emphasize how much stress the Sailor might be under, whether their spouse is sick, or how their children are doing? We leave the heart out of the matter sometimes.

We have formed limited involvement with the people around us. As long as the Sailor does their job well, that's all we care about.

Rather than being involved with the whole person, we plug into only part of his or her personality. We tend to view others—as well as be

viewed by others—in this way. I think this is a growing reality throughout our community, Navy, and society.

The leaders here at NPC are concerned that the Sailor's voice is not being fully represented. To address this RADM Shuford has implemented **Sailor Advocacy**.



You will be hearing a lot about this term from Navy Personnel Command and myself in the days and months ahead.

When discussing orders, we are determined to put the detailer on the same side of the table as the Sailor and his family.

To learn more about what Sailor Advocacy is all about, please see COMNAVPERSCOM P-4 message DTG 172110ZDEC01

or visit [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

Also, in the months to come you will see NPC working in partnership with your command retention team in an effort to engage your division, department, and chain-of-command before the ten-month window.

All of this is designed to ensure that everyone in your COC is aware of your individual wants and desires while also given the opportunity to counsel you about your career decisions.

All of us have your best intentions in mind and will work hard to get you career enhancing orders in a location suitable with your desires.

Your part in the process is to communicate clearly, listen with an open mind, and look for billets that meet your sea/shore rotation and challenge your abilities while increasing your leadership potential.

Keep it safe and your head on a swivel.

*ACCM (AW) Telling  
PERS-404DF*



# Communication is the Key

As most of you know, the detailers have a new process by which we send a message to Sailors 12 months from their PRD to help them plan for their negotiation and transfer. We also establish personal contact 10 months out. This is to let you know what your options are and to find out your career intentions.

One of the main issues we want to get across is that the Sailor is approaching their nine-month window and may contact us to discuss their next assignment.

We also want to stress that Sailors must be under orders before their six month window. If somehow you fall within your six-month window, you can possibly be taking orders to one of our top requisitions or released to special programs. So Boat's, if you are not aware of what your PRD is, get with your CCC or give us a call.

One last note, due to the high demand for BMs at sea, we are not considering extending BMs on shore. If you are up for sea duty, think about ships.

Ships need hard charging BMs and can be very rewarding.

Communication with your detailer is important! Keep in touch; you can contact us any-time.

*"Lets work together, so that we can build a stronger and better Navy."*

*BMC(SW/AW) McLeod  
PERS-405DC2  
BM1(SW) Evans  
PERS-405DC1*

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# Help Make Negotiations Smoother

I would like to take the time to say a few things that I hope you take to heart to make your negotiation for your next set of orders a little smoother.

JASS is here to stay even for those who despise it. However, JASS was never developed to take the place of talking to your detailer. Call us! We are here to assist you in any way possible. Make it a point of calling your detailer as soon as you get the 12-month message or reach your 12-month PRD window, even if it is to tell them that you are planning to separate, convert, etc.

Don't wait until the last minute to negotiate orders. You can begin negotiation at the nine-month PRD window and

you must be under orders by the six-month PRD window. Your bargaining power diminishes the longer you wait for orders. Pick up a *LINK* magazine and see when you have to be under orders. If you wait until the last minute, chances are you will be sent to a billet that you don't want.

Contrary to popular belief, we do NOT hold billets for buddies (JASS makes that impossible). We open our JASS billets based on the number of available rollers that we have. If we have six DK2s rolling to sea duty, we open our top six requisitions. Also, we do NOT create billets just to get you where you want to go.

We do not put people into lower paygrade billets. For example, while it is true that we occasionally send DK2s into DK1 billets, we do not put DK1s into DK2 billets or DK2s into DK3 billets. If you are an E5, you need to fill an E5/E6 job, not an E4 job.

We have come to realize that our "C" School for Independent Duty is being under-utilized. We write the 2905 into E5 and above going to sea, but if you are at your command and they will allow you to go TAD, why not ask.

*DKCM(SW) Manganti  
PERS 405FE  
DK1(SW) Haizlip  
PERS 405FE1*

# Navy Expands MAA Program

With U.S. military forces worldwide on heightened security, the need for additional Master-at-Arms (MA) personnel to help protect our Navy has become a priority.

Navy Recruiting Command is rising to the challenge of recruiting qualified men and women into this rapidly expanding rating. The Navy has established its own MA schools in fleet concentration areas, such as Norfolk, Va., San Diego and Kings Bay, Ga., and the MA rating was recently opened to entry-level personnel. Sailors previously had to be a third class petty officer or above to cross-rate into the MA field.

Chief Master-at-Arms (SW) David Bruce, the Assistant Enlisted Community Manager for the MA program, explained several of the most recent changes. "Prior to the Navy Security Force 21<sup>st</sup> Century (NSF 21) plan, there were approximately 4,800 security/law enforcement billets. This number was further broken down to 1,800 permanent MAs and 3,000 temporary Navy Enlisted Classification Code (NEC) 9545s (law enforcement specialist) from various ratings," said Bruce.

According to Bruce, NSF 21 primarily restructures the Navy's security/law enforcement program to a more permanent footing. Originally, NSF 21 was expected to increase the total number of MA billets to about 6,000 once the MA conversion phase was complete, he said.

However, after September 11, the plan was amended to increase the MA rating to around 9,000, with an additional 1,200 NEC 9545 personnel. Said Bruce, "We are taking E3 to E6 personnel with no more than 16 years of service. The latest MA conversion instruction has not been officially released, but we are still following the same format."

According to Bruce, a draft copy of the instruction, MILPERSMAN 1440-010, can be obtained from the Legal/Law Enforcement Com-

munity Manager web page located on the BUPERS web site at [www.bupers.navy.mil](http://www.bupers.navy.mil). The draft instruction contains all the qualifications that a candidate must meet prior to applying to become an MA.

Navy Recruiting Command is working closely with Sailors just entering the Navy, as well as prior service applicants (NAVETS and OSVETS), interested in becoming part of the MA community. "Active duty Navy personnel interested in cross-rating into the MA program should confer with their Command Career Counselor for current requirements," said Lt. Todd R. Carpenter, Head of the PRIDE Operations/School Branch for Navy Recruiting Command.

NAVETS and OSVETS interested in returning to active duty may wish to consider coming back as an MA, he added. Carpenter pointed out that prior service applicants help provide the mid-level leadership needed while the rating expands. These applicants, Carpenter explained, have an excellent chance of retaining their time in grade and former pay grade.

"Civilians with prior law enforcement experience also may qualify to enter the Navy in the MA rating at an advanced pay grade through the Direct Procurement Enlistment Program (DPEP)," Carpenter said.

Expanding the MA rating will be a multi-year undertaking. Bruce explained, "Over the next several years, as we take the MA force from 2,000 to around 9,000 personnel, we anticipate growing by 2,700 MAs per year."

Carpenter emphasized, "Opening the rating to entry-level applicants is making quite a difference. In the past, we lost potential MAs by restricting recruits from the rating. An increased need for MAs also gives classifiers more flexibility in the classification process, by providing more jobs to offer future Sailors."

*JO2 Bashon W. Mann*

*Navy Recruiting Command Public Affairs*

# MAA Numbers Rapidly Increasing



As of February 2002, there are now four MA/9545 school sites; King's Bay, Norfolk, San Antonio and San Diego; with over 3000 MAs currently in the fleet or training pipeline. Each month that number increases between 100-200.

With E3 and below personnel directly accessing into our field from RTC, new leadership challenges abound! Supervisors are encouraged to read current and previous MA *LINK* articles at guard mount, as well as post them on unit bulletin boards.

To earn an NEC when you PCS, you must negotiate for a valid billet requiring it. With the exception of NEC 2009, recommend current commands request additional TAD NEC

quotas for their deserving personnel. Commands may also request PCS ORDMODs for NEC training enroute for projected gains.

E5/6 personnel over eight years are not considered good NEC 2005 candidates. Those personnel should focus on MA1/LPO challenges. E4 and below personnel are not considered good candidates for NECs 2002 and 2009 and should focus on local qualifications and in-rate experience.

Although MA personnel numbers are rapidly increasing, shipboard billets, as well as command requirements for NECs, have not. Recommend commands review current manning/NEC requirements

with their EPMAC Rating Placement Coordinator (see EDVR Page 2).

There has been a continual shift of priority billets. Duty once considered hot has now become hotter! Your next sea/shore duty will more than likely be served OCONUS.

There is no excuse for transferring from your current ship without a warfare pin. Show initiative by requesting a sea duty extension to complete your warfare designation(s).

Additionally, OTEIP requests are strongly encouraged for overseas personnel approaching the end of their DOD tour length.

*MAC(SW/AW) Marc Owins  
PERS-405DF*

*MAC(SW) Brian Jones  
PERS-405DF1*

*LINK* is  
printed at  
the rate of  
one copy  
for every  
five Sailors.  
Read it and  
pass it on!

# Take Advantage of Every Tour

Let me give you some tips and some things to think about as you consider your decision to stay Navy. For Sailors on their first enlistment, you are GUARD 2000 eligible meaning that up to 18 months of sea time may be waived for a guaranteed shore location. Valid billets must be available.

Cutting eighteen months off your sea tour gets you to shore earlier, but may not be the best idea if you have not completed all your PQS up to a warfare pin or if you require additional experience in the QM Rating. The most career-enhancing billets are those that are sailorization jobs, Recruit Division Commander and Recruiter. Service in those billets, plus sustained superior performance at sea are the main tickets to advancement. If you choose to stay at sea, be aware that billets in Florida and Hawaii always seem to be pretty scarce.

On sea duty, digital charts and NAVSSI are great tools on the bridge and are here to stay, so take the time to learn more about them. The future of the rate is in paperless navigation.

In any billet you choose, take advantage of Navy Programs such as tuition assistance, which

pays up to 75 percent of your college tuition. Get as much college credit as you can.

If you have not joined the Thrift Saving Plan, you have probably made a mistake. There is another window of opportunity to join this year. An investment firm, not the government, administers the Thrift Savings Plan. After the GI Bill, this is the best deal I have seen in the service. New and improved Basic Allowance for Housing rates are making it more affordable than ever to live in places like sunny San Diego, so think about all of that great weather that you are missing by not being there.

Advancement rates are at an all time high, make sure that you are studying the subjects in the bibliography. When it is time for advancement, make sure you are prepared to be chosen.

As always, call, E-mail, contact QMCS Haffey and/or myself early and often, and we will make every effort to help you get what you want.

*QMC(SW) Frasier  
PERS 405de1*

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## Conversion Still Looms on Horizon

Hello, SMC(SW) Cook here, just reporting aboard NPC from USS COWPENS (CG 63) based in Yokosuka, Japan. I am looking forward to working with you during the next few years. Good luck to SMC(SW) Matous who will be reporting to USS LASALLE (AGF 3) based in Gaeta, Italy. Both Chief Matous and SM1(SW) Smith, who is now the E5 and below SM Detailer, have been a great help during my transition process.

A lot of you have called asking about the status of the SM conversion which has been in the air for as long as most of us can remember. If the conversion is executed, there will likely be a two-year timeline to complete it.

Here are some recommendations as things stand now:

- Current E5 and below will convert to QM or BM as per individual preference.

- E6 through E9 will undergo training prior to conversion to BM or QM, or will be allowed to convert to another rating per CREO needs.

Start looking at options now. Follow your sea/shore rotation and look for challenging positions such as Recruiting and Recruit Company Commander when you roll to shore duty. When you are at sea, think outside just the SM rating. Get QMOW qualified. Think about getting some qualifications in CIC. Become DCTT qualified. A diverse background in challenging positions is the key to making this rating conversion, as well as advancement opportunities, work for you.

*SMC(SW) Thomas C. Cook  
PERS -405DD*

# Tips to a Better Career

Congratulations to all postal clerks and lithographers who advanced or picked up the designation from the September 2001 advancement exam. For all the rest that did not advance, I will share these words of wisdom with you, "Good performance, plus strong study habits, plus challenging duty assignments, equal eventual advancement."

### **Postal Clerk/Lithographer - Sea/Shore Rotation**

NAVADMIN 341/01 outlines the revised sea/shore rotations for all rates. PC/LI revised sea/shore rotation is as follows:

RATE	SEA	SHORE	RATE	SEA	SHORE
PCCM	36	48	LICM	36	48
PCCS	36	48	LICS	36	48
PCC	36	36	LIC	48	36
PC1	48	36	LI1	48	36
PC2	48	36	LI2	48	36
PC3	51	36	LI3	54	36
PCSN	60	24	LISN	54	24

NAVADMIN 341/01 paragraph 13/14 explains **Sea/Shore Tour Length Determination**.

Projected Rotation Dates (PRD) of sailors will be adjusted by PERS-45 based on length of tour remaining. Sailors with PRD's of October 2002 or earlier will not be adjusted.

### **Non-Designated Striker Status**

As per NAVADMIN 304/01 Non-Designated sailors desiring to strike into the Postal Clerk rating will have to attend PC "A" school prior to being eligible to participate in the advancement exam. Requests for PC "A" schools should be submitted per ENLTRANSMAN Chapter 7 to COMNAVPERSCOM PERS-4010S for undesignated personnel and to PERS-811 for designated personnel.

Non-designated Sailors desiring to strike into the LI rating must obtain approval from PERS-811 via msg or NAVPERS 1306/7 prior to participating in advancement exam.

### **Japan Shore Duty Billets**

Challenging shore duty billets are available in the following locations: Yokosuka Post Office, Sasebo Post Office, Atsugi Post Office, Fleet Mail Center Yokohama and Okinawa Post Office. Please visit the Commander, U.S. Naval Forces Japan website [www.cnfj.navy.mil](http://www.cnfj.navy.mil) for detailed information on all Japan locations or call PCCM(SW) Pinchart at DSN 315-269-6002.

### **Seaman To Admiral – 21 (STA-21)**

STA-21 streamlined the application process by consolidating eight of 14 enlisted commissioning paths into a single application process and selection board.

The following fleet commissioning programs will no longer exist and will become part of STA-21:

- Seaman to Admiral
- Enlisted Commissioning Program (ECP)
- Aviation Enlisted Commissioning Program (AECPP)
- Nuclear Enlisted Commissioning Program (NECP)
- Civil Engineer Corps Enlisted Commissioning Program (CECECP)
- Fleet Accession to Naval Reserve Officer Training Corps (NROTC) (Includes Nurse Otion)
- Broadened Opportunity for Officer Selection and Training (BOOST)\*

Under STA-21, Sailors remain in an active-duty status and receive full pay, allowances, benefits and an education voucher worth up to \$10,000 per year for tuition, fees and books. Selectees will attend a college or university associated with the Navy ROTC program after being assigned by CNET and gaining admission to the institution.

Applications for the FY03 STA-21 selection board will be accepted from Jan. 1 through July 1, 2002. For more information on the STA-21 program, go to [www.sta-21.navy](http://www.sta-21.navy) or 1-800-NAV-ROTC, ext. 310, 324, 337, 344.

PCC(SW) SANTOS

PERS-405EE

# LLEGTEP Program

There have been a lot of questions in the past few months regarding Sailors in the Navy's Legal/Law Enforcement (LLE) General Detail Targeted Enlistment Program (GTEP). I am going to take this opportunity to answer some of those questions, and explain the procedures and requirements for the Legal (Legalman) portion of this program.

Personnel enlisting in the Navy under the LLE/GTEP are guaranteed attendance at Naval Justice School (LN), or the Master-at-Arms 'A' School (MA). The field of occupation designated is based on the member's choice, and on his/her qualifications. (This enlistment may also include Seaman Apprenticeship Training, and/or an enlistment bonus.) The requirements for entry into the LLE/GTEP should be verified at the

time of enlistment by the member's classifier, or recruiter (i.e. education, ASVAB scores, citizenship, security, and minimum typing skills). Upon successful completion of 'A' School, members will be automatically advanced to E4.

After graduation from Boot Camp, personnel will be issued orders to their first command for a period of 18 months (plus or minus three months to account for school seat availability/and or E4 eligibility). Gaining commands are to ensure LLE/GTEP personnel are assigned an ACC of 108 for tracking purposes. The ideal scenario would allow for LLE/GTEP members to be assigned responsibilities in the area of their qualifying field for preparation and training.

After approximately 12 months on board, those personnel who elected the Legalman rating

(Naval Justice School) are required to submit a 1306 to Navy Personnel Command (PERS 815) for routing and review by me and the Enlisted Community Manager. At this point in the process, the Legal program differs from the Law Enforcement program. In addition to the 1306, candidates are subject to the requirements in JAGINST 1440.1B.

Members in the LLE/GTEP must be fully qualified at all times. Candidates are advised they could lose eligibility due to any disciplinary action.

Please contact me on any questions concerning this matter. You may also contact the Community Master Chief, LNCM(SW) Lemmons, at DSN 325-5194.

*LNCM(SW/SCW/AW) COX  
PERS-405CG*

## Mess Specialists Eligible for SRB

Hi! I'm MS1(AW/NAC) Cadwell and I'm relieving MSC(AW) Collins. I'll be taking over as the E4 and below sea and "A" School detailer. I transferred here from Executive Transport Detachment in Kaneohe, Hawaii where I served as a flight attendant on CINCPACFLT's aircraft.

I loved being a Navy aircrewman and if you love to cook, enjoy traveling and have what it takes, the aircrew program might be right for you, too! If

you're interested and still have questions after meeting with your Command Career Counselor, please don't hesitate to give me a call and I'll do my best to answer them for you.

I'd like to call extra attention to NAVADMIN 336/01: MSs in zones A and B are eligible for an SRB! So many of us have gotten accustomed to not having an SRB as an MS that many Sailors are missing out on this money. Don't let it happen to you or your shipmates, contact your Command

Career Counselor for more information.

Just a reminder, your detailer will be contacting you when you are 10 months out from your PRD. Don't be alarmed, it's just a courtesy call to help us get an idea of what your intentions are before you begin to negotiate orders, and a chance for us to update any pertinent information that may have changed (i.e. number of dependents).

*MS1(AW/NAC) Cadwell  
PERS 405EC5*



# Flag Mess/Enlisted Aide Program

I invite each and every qualified mess specialist to take advantage of the opportunity to promote your career as a member of the Flag Mess/Enlisted Aide Community. You could have the opportunity to work up to eight consecutive years of duty. Contact your rating detailer when you are in the 12-month detailing window. Ask to be released to PERS-405EC1 for Flag Mess placement. When released, contact PERS 405EC1 to discuss Flag screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailer when

you are in the 12-month detailing window.

Volunteers in pay grades E4-E9 may apply for the Flag Mess / Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVAL/ FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

I am looking forward to continuing the professional growth of this community through established and new training programs. My goal is to provide each and every one in the community with the resources necessary to make their position more effective and efficient. Are you ready to join this supportive and winning TEAM? I look forward to the opportunity of working with you in the future.

For more information, refer to ENLTRANSMAN 9.48 / 9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

*MSCS(SW/AW) Clarida*

*PERS-405EC1*

# Rating Merger Grows Closer

The SK/AK detailing team would like to wish, "Fair Winds & Following Seas" to SK1(SCW) Lynette O'Brien as she transfers to the Fleet Reserve and SK1(SW) Cornelius Harris who transferred to NSA Bahrain. We thank them for their hard work and dedication to the SK/AK community. At the same time we would like to welcome Aboard SK1(SW/AW) Repuyan reporting from the USS JOHN C. STENNIS (CVN 74) and SK1(SW) Madrigal reporting from the USS JOHN YOUNG (DD 973). These two hardworking sailors will be a great addition to our detailing team.

As we make this transition we will continue to provide the fleet with outstanding service that will sustain the superior performance of the SK/

AK community. We will provide the best Sailors for the right job as we fight this war against terrorism and also the war for talent while maintaining the CNO's number one priority - manpower.

On a different note, the rate merger for AKC to SKC is on schedule for June 2002 and January 2003 for E1 through E6 personnel. For further rate/merger information you are encouraged to visit our website at [www.bupers.navy.mil](http://www.bupers.navy.mil), the ECM Web Site at [www.persnet.navy.mil/pers2/N132D15](http://www.persnet.navy.mil/pers2/N132D15), and the NAVSUP website at [www.navsup.navy.mil](http://www.navsup.navy.mil). They are full of useful information about our rate, advancement information and the latest about the rating merger.

**Sailor Advocacy** will remain our #1 priority. Please continue to conduct your Career Development Boards and keep our lines of communications open. This will enable us to understand our sailors needs and career desires.

Career Development Boards will guide our junior personnel and help them better understand the detailing process. It will also help our sailors understand where they are in their career and what they need to accomplish in order to meet their goals. Command involvement is one of the key elements in order for us to better help our Sailors meet their desires and the Navy's requirement during their PCS negotiation process.

*SK1(SW) JOSE MADRIGAL*

*PERS 405FC5*

# Training is Indispensable

Hello again from the OS Detailing Shop! Our article this month is written with OS1's and above in mind. For those of you who are currently OSSR, OSSA, OSSN, OS3, and OS2 don't worry, we'll post an article with specific information for you in our next issue.

For the senior OSs reading this, I'd like to discuss with you an assignment that has, over the years, become essential to the training and development of all OSs, as well as the readiness of our Navy overall. I want to talk to you about duty at our Afloat Training Groups. As you may know, OSs are assigned to Afloat Training Groups in the following locations:

- AFTGPAC San Diego (41)
- AFTG MIDPAC Pearl Harbor (15)
- AFTG WESTPAC Yokosuka (9)
- AFTGPAC NW DET Everett (3)
- ATG LANT Norfolk (38)
- ATG LANT Mayport (18)
- ATG LANT Ingleside (7)

The number you see in parentheses is the number of OSs those groups need to perform their mission. Were you aware that the Navy needs 131 Senior OSs assigned as instructors to those detachments? I believe that's more jobs than most people consider. I am concerned because there seems to be two general misconceptions about duty at the Afloat Training Groups that I'd like to discuss.

First, there's a popular misconception that the AFTG's have a "heavy" operating schedule. I've found that most Sailors I've talked to have come to this conclusion by listening to rumor control. Most Sailors have never contacted a detailer or the LCPO of an Afloat Training Group to determine what the operating schedule actually is. Obviously, it's true that instructors at Afloat Training Groups will be required to get underway with the ships that they are training in order to accomplish their mission. However, in comparison with the schedules of Sailors in such shore assignments as 9585 Recruiting (currently 187 OSs assigned), and 9508 RDC (currently 29 OSs assigned), I believe that we'd all have to agree that the operating schedule at an ATG isn't as bad as advertised by the rumor mill. If you're skeptical, then ask a former recruiter or RDC! And if you really want to know what the operating

schedule is, contact your detailer, or perhaps the leading OS at the Group you may be considering.

My second concern I'd like to address is the "Not me, give it to the other guy" syndrome. Whether I'm on the road visiting Sailors in their home port, or talking to Sailors on the phone, when discussing Afloat Training Groups, more often than not, the response is, "Don't consider me for that assignment." Of course, as you can see if you'll consider the numbers required, that statement implies "Not me, give the AFTG assignment to the other Sailor." Now, let's think about what the Operations Specialists assigned to Afloat Training Groups are responsible for.

- The tactical training and qualification of the CIC team on EVERY deploying ship in every deploying Battle Group and ARG.

- In support of Divisional LCPO's and LPO's, Operations Specialists assigned to Afloat Training Groups are tasked with the development and training of every operations specialist assigned to a sea command.

This vital mission that they perform requires knowledgeable, experienced OSs with a desire to share their experience and skills with other OSs in one of the most critical training environments in the Navy. And that knowledgeable, experienced OS, shipmate, is you.

One thing I'd like to add, other than the job satisfaction of being a part of a talented group of OS's with a challenging mission, there's also the opportunity to continue to draw SDAP for specific NECs, as well as the ability to "stay current" in the OS rating. Oh yes, one other thing, when reviewing the results of OS advancement exams and selection boards, OSs assigned to Afloat Training Groups enjoyed one of the highest overall advancement percentages for any shore duty assignment. Let's look at last year's numbers for OSC: Nine new OSC's last year were assigned to Afloat Training Groups. Previous years have had similar numbers.

In closing, there will always be outstanding opportunities for Sailors to enjoy career success and advancement. As an OS, we should always keep an open mind to these opportunities. As always, please don't hesitate to call your detailer if you have questions.

*OSCS(SW) McKinley*

*PERS-406CQ*

# Look Ahead for a Better Career

Where would you like to be in a year from now, or five years, or even 20 years from now? Have you set goals that are obtainable and challenging? Have you identified your strengths and weaknesses? Those are questions that you need to consider when deciding which path your career will take. Take the TEAM approach and talk with your Leading Chief Petty Officer, and Command Career Counselor and then give us a call. We all are key elements of the TEAM to assist you with the challenging decision of getting the best assignment possible.

I would like to address some of the common questions we receive frequently. First, when you negotiate for orders via JASS, GUARD 2000 or during a decommissioning, whatever you are selected for is your set of orders. We have taken numerous calls from Sailors requesting to change orders after the new JASS requisitions come out. Unfortunately, we cannot change your orders after they are written.

Secondly, we have no input as to the priority of the billets available. We fill the billets in the order they are on JASS. If the exact billet you are looking for is not available, you will need to have an alternate plan. There are only six JASS cycles from which to apply for normal PRD rollers. You must select from the available billets during your negotiation period.

Lastly, here are a few tips to keep in mind when calling the detailer. One, always be proactive; it's your career. Two, set realistic goals and be prepared to make the hard decision to take that challenging billet which will help you stand out from your peers. Your decisions impact your career and your chances for advancement.

For more information concerning your career, contact your career counselor or give us a call. Remember the TEAM, shipmate, we are all here to help you!

*GMC(SW) Miller  
PERS-406CG1*

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# Expanded Opportunities for ETs

Our country has undergone enormous change since my previous *LINK* article. The events of Sept. 11, 2001 have expanded opportunities for service both overseas and here at home.

If you are due for shore duty, consider a tour as a Recruit Division Commander (RDC). As a Recruit Division Commander (RDC), you will have the unique challenge of shaping and molding the Navy's future leaders. Along with this challenging billet comes certain benefits including; special duty pay (currently \$350.00 per month) and annual clothing allowance. Moreover, you can earn your qualification as Master Training Specialist (MTS) during your tour.

Opportunities also exist for hard charging Sailors who desire to serve either overseas or INCONUS as Physical Security (NEC 9545). Physical Security offers both TYPE 1 (shore duty) and TYPE 3 (overseas sea duty). If you are looking for a challenging tour outside the ET community

and the opportunity to receive top-notch law enforcement training, a tour with the Navy's finest security force might just be the thing for you!

Additional information on both Recruit Division Commander (RDC) and Physical Security (NEC 9545), including the screening requirements, can be obtained from your Command Career Counselor (CCC) and the ENLTRANSMAN Ch. 9.

In closing, The ET shop (P406DE) would like to bid fair winds and following seas to ETC (SW) Joe Patrick. He is concluding a very successful tour as "A"/"C" School Detailer here in Millington, Tennessee. He will soon be reporting to USS GETTYSBURG (CG 64) homeported in Mayport, Florida. We would like to extend a welcome to the newest addition to the ET detailing team, ETC (SW) Pohlmann. He is reporting to us from COMCRUDESGRU 8 in Norfolk, Va.

*ETC(SW) Reynolds  
PERS-406DE3*

# Physical Security is the Key

I would like to introduce myself, I am MNC(SW/AW) East, reporting from USS ROBIN (MHC 54). Previous tours include USS SHRIKE (MHC 62), MOMAU FIFTEEN, MOMAD TWO, and MOMAU EIGHT.

My motto is: "Building a better Navy, one Sailor at a time."

The new buzz word at the Bureau is "Sailor Advocacy", we are changing the face of detailing for the 21<sup>st</sup> century. For now on, the detailer and the Sailor are sitting on the same side of the table looking at possible choices, the Sailors concerns and desires, and trying to make logical,

sound, career-enhancing decisions.

I know it is frustrating trying to get a detailer on the phone: have patience I will try to make every effort to return calls. E-mail works great for quick questions! Hopefully through the next three years, we can build a partnership in managing a very important part of your life, your career. I would love to hear from all the Command Career Counselors and CPO messes managing their Sailors' development and career path for success. Keep in touch, I'm only a keystroke or phone call away.

It is an honor and a privilege to serve the greatest rating in the World's Most Powerful Navy. In the last eight years, I have seen tremendous change in the South Texas area and in the Mine Force world-wide.

Currently in the works is MOMAU FIFTEEN's relocation to Ingleside, and MOMAU THREE's dis-establishment. Things are happening quickly.

Finally, farewell and thanks to MNCS(SW) Thanscheidt, Fair Winds and Following Seas.

*MNC(SW/AW) J. L. East  
PERS-406EM*

# Challenging Billets Await You

Are you bilingual? Outstanding performer? Like challenges? Like to travel? Well, We have a job for you! We are the Inter-American Naval Telecommunications Network (IANTN), U.S. Navy Detachment; a highly visible CNO sponsored program. As representatives of the United States Navy, we interact on a daily basis with our Latin American/ South American counterparts.

The U.S. Navy IANTN Detachment is located on the beautiful island of Puerto Rico, onboard Naval Station Roosevelt Roads, and co-located within the Naval Computer and Telecommunications Station (NAVCOMTELSTA) building. The detachment's mission is to provide secure data communication for the CNO Staff, Commander U.S. Naval Forces Southern Command, and other naval units with naval headquarters in 14 Latin American Nations. IANTN member countries are Argentina, Bolivia, Brazil, Chile,

Colombia, Dominican Republic, Ecuador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Peru, Uruguay, and Venezuela. The IANTN Communications Assistance Team (CAT) travels to those countries at least once a year to conduct training, maintenance, briefs, and inspections. Each member country (less Panama and Nicaragua) has a remote site manned by their nation's naval personnel.

The IANTN utilizes a SATCOM Very Small Aperture Terminal (VSAT) Communications platform. This system replaced the original HF platform in 1994. The network is based on the "Star" topology, using commercial off-the-shelf (COTS) equipment. The U.S. Navy IANTN Detachment is responsible for the Satellite Network Operations Center (SNOC) and hub; both located in Roosevelt Roads, Puerto Rico. Remember, personnel selected for IANTN must have the

Defense Language Proficiency Test documented. GO IANTN.

A quick JASS note: Please keep your chain of command informed of your career intentions. Please make every effort to contact your CCC to submit your application for you. Additionally, the requisitions in JASS might have an NEC attached to it. That's the required skill for the billet. Unfortunately, there are times when the billet requires training, but there are no school quotas available.

If that is the case, EPMAC will determine if the command will accept the Sailor without the training. If not, we will make the appropriate changes. The mis-understanding is that the training is guaranteed. We (the detailers) will make every effort to train the Sailors based on the availability of quotas at the training facility.

*ITI (SW/AW) ROBERTO FEBUS  
PERS-406DR2*

# Stay In Touch with Family

Hello shipmates and families! Yes, I said families! It's great to be in our Navy today! Lots of great things are happening for you! Do me a favor, talk to moms, aunts, brothers, sisters, spouses etc, about yourself! Tell them often, how things are going and what you are accomplishing. Keeping family informed is a great way to start the day or week. Families are one of my top concerns when I talk to you in the Fleet.

Let me start out talking about Professional Development (PDB) Boards. If you have not approached or been approached by your Command Career Counselor or a Retention Team member at the command recently, I encourage you to ask for a PDB. This is where you talk about you and your future. Do it, please. It is vital to communicating what you want and need. Take care of yourself. Let the CCC and Retention Team become involved if they are not already.

As I settled into the job as your detailer and career manager, I see the fun in every phone call. Sometimes the CCC and I have to break bad news to you about a request, but in almost all cases we seem to work with you as a team and find you something

else good and satisfying for you and the Navy. Teaming with the CCC is a good thing. Let the CCC help you out. Be prepared 12 months from your PRD to hear from your detailer and your Command Retention Team. The detailing process started the day you entered the Navy. Teaming up with the CCC and detailer starts today. Things are changing in the way we work together for



orders and career development. Let's just say that between your command and the detailer, we all are on the same side of the table and the billets are on the other. Reach out and touch one. You deserve it!

Shipmates, I need you to assist me in volunteering for Yokosuka, Japan. For some reason this is a hard to fill area for TMs when in fact this is a great place to be stationed. Many Sailors request to stay in Japan.

The Yokosuka MK 46 Stowage and Issue Site is my highest priority overseas shore duty station. Next is the schoolhouse in Keyport, Wash. as an instructor for MK46 Torpedoes. At sea I have everything for everyone! At sea is where a Sailor belongs, so expect to be offered sea duty when we talk about that next assignment.

Take full advantage of the GUARD 2000 program. In some cases if you're at sea and a first-term Sailor with a sea/shore rotation of 54/36 you can leave your sea command up to 18 months early for shore duty. Call me or ask your CCC for options available to you.

Let me close by congratulating you on continuing to be successful and doing

the job.

Whether you are on the frontline fighting the war on terrorism, overseas, or support the fight from the mainland, keep up the great job. Be proud to be a torpedoman's mate.

Expect the Best.

*TMCM(SW) COTE  
PERS-406EW*

# Teamwork is Essential for Good Orders

Greetings shipmates. I'm FCCM(SW) Artis, your new E7-E9 Fire Controlman Detailer, and also, the Lead Detailer for all FC issues. I am very excited about the opportunity to serve you and look forward to working with you and your chain of command.

As the newest member of the FC detailing team I have made a few observations I would like to share with you. I am impressed at how hard the detailers work to try and meet the requests of the Sailors and the needs of the Navy. It is not always an easy balancing act. I personally would like to help every individual get what he/she wants, but that is not always possible.

So, my first bit of advice is to be realistic in your request. We must have a valid requisition to give you orders to a certain command or location. There are no FC billets I know of in Omaha, Neb. Second, have a pretty good idea of what you want before contacting us. That means doing your homework. Work with your Command Career Counselor to find out what your options are. Third, I strongly

urge you to contact me 10 months out from your PRD. That helps me become familiar with you, and will greatly enhance the chances of us meeting your request.

There are many ways to contact your detailer. A phone call is a good way to start a dialog. I strongly recommend sending an E-mail with your name, SSN, a brief description of what you are looking for, and a good phone number for us to contact you. An E-mail from you is a 100 percent guaranteed way to make contact and will always receive a response from the FC shop. We are more than willing to provide advice to help you make a sound career enhancing decision.

Finally, I would like to thank FCCM(SW) Cherry for all his assistance in this transition and wish him the best of luck as he reports to USS JOHN F. KENNEDY (CV 67) in Mayport, Fla.

Once again, I look forward to working with you. Have a great Navy day.

*FCCM(SW) Artis  
PERS-406CF*

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## Know Your Resources

First, I wish to introduce myself to the STG community. My name is STGCS(SW) Burns. I have relieved STGC(SW) Polk as the STG E1-E6, Pacific Detailer.

Second, I want to share some of the good things I've noticed in my short time here:

- The use of web based resources to contact detailers.

- Submitting electronic 1306 through BUPERS access, thus cutting down on the turnaround time for people's request.

- Using JASS either to apply locally or in negotiating on the phone when only "view only JASS" is the only JASS available at member's command.

- Using BUPERS web pages to E-mail or call the detailer prior to entering their PRD window to communicate their intentions.

All the above and more web-based ideas seem to make it easier to communicate early on the Sailor's intentions.

On another note I have noticed a common misconception. STGs do not have general duty type billets. STGs are billeted to commands by NECs.

Our shore duties are either as instructors or manning the IUSS stations both stateside and overseas.

I look forward to working with each and every one of you out there in the Fleet.

*STGCS (SW) Craig Burns  
PERS-406EU1*



# Accept Challenging Billets to Advance

Greetings Shipmates! As I move on to greater challenges, I want to first say thank you for stepping up to the plate and requesting "C" schools. In addition, I want to thank the Command Career Counselors for your continued support in selling seats and molding Sailors careers. This fiscal year let's fill more seats than we did last year and encourage our fellow shipmates to get the training they desire. Seats for certain schools have decreased and increased for others. So, please take the time to look at the prerequisites and send in your request

Also, those who are senior second classes and first classes who have had difficulty getting shipboard/leadership duty that is needed for advancement and growth should start looking at Independent Duty schools. They are: HM 8402 Submarine IDC; HM 8425 Surface IDC; HM 8432 Preventive Medicine Technician. These NECs increase your opportunities for shipboard duty. When you apply for any of the IDC schools you must meet the time-in-rate of two years prior to attending the school. Those of you who receive Early Promote on your evaluations and qualify to take the first class exam don't qualify for application to the school until you meet the requirements of two years. Those of you applying for 8402, please make sure your CO's signature is on your 1306/7. We're accepting "C"

school board packages from now until April 15, 2002.

The following are considered board schools: HM 8408, 8416, 8434, 8454, 8466, 8467, 8472, 8403, 8405, and 8541. Please check the CANTRAC for qualifications and recent changes to requirements. This is my last *LINK* article, I detach in July 2002 to Fleet surgical Team # 2, Little Creek, Va. It's been truly a pleasure working with each and everyone that I've come in contact with. With your assistance PERS-407 has met some significant goals, one of which was increasing "C" school quotas and opportunities for our Sailors. I take pleasure in knowing no matter what hospital, clinic, or operational activity that I may visit, I'll see hard-working corpsmen in various NECs and recognize how our combined efforts made that possible.

As we move into the future with new detailing concepts, it has become evident that the focus is now placed on the most important factor, which is you, "the Sailor." With commands and detailers working as one to help the Sailor, I see nothing but positive results. As I depart, I ask one thing: Always take care of your fellow shipmates. Fair winds and following seas.

*HMC(SW/AW) Carnell L. Boyd  
PERS-407CK*

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## Teaming Together to Get Better Orders

Greetings Shipmates! In an effort for the detailer to work more efficiently in helping Sailors meet their goals. NPC has initiated the concept of **TEAMING**. Sailor advocacy is the process of molding expectations and working the career management of our Sailors. It is NOT about saying yes or no to a Sailor, but it is the process taken to get a Sailor orders in hand.

Today's detailer must become a proactive career mentor who along with the Command Retention Team helps our Sailors to take full advantage of their Navy career. It requires hard work and a fundamental change in the way we do business. One essential component of this transformation is TEAMING with Command Retention Teams during the process of detailing our Sailors. The basic mechanics are already in place. The

basic procedure of teaming involves the detailers injecting themselves early on in the timeline to contact the Command Retention Teams and Sailors.

The 10-month phone call is an ideal time to engage the Sailor, but "work" must start well before the actual call to the Sailor. The detailer's role is to shape the Sailor's career expectations and should complement the efforts of the Command Retention Team. We are here to work with you to enable a smooth transfer for the Sailor and their families. The key to find the intersection of the Sailor's expectations and the Navy's expectations. This can be done and will be done. As always, the Dental Technician detailers look forward to talking with each of you.

*DT2(FMF) Nicole Marquez  
PERS-407CD2*

# Plan Your Next Move Carefully

Greetings Shipmates! Are you looking for a new challenge? Are you interested in furthering your career? You can get additional training, earn college credits towards your degree and get a bonus upon reenlisting.



If this sounds like something you might be interested in, you need

to apply for a "C" School and get an NEC.

We are currently looking for qualified Sailors to apply for all "C" Schools including board schools. This year we have a lot of openings to fill. The last two years, "C" School packages have decreased.

If you're interested you need to apply now! Make sure to see your

career counselor so you can submit your "C" School package today and get any other information.

We look forward to seeing you as a technician and taking a new challenge!

*HMC(FMF) Hernandez  
PERS-407CQ*

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# Team Detailing Makes Things Happen

Greetings Shipmates! What is Team Detailing? How does this affect me getting orders? These questions are now being asked in the fleet today. Hopefully, we will be able to give solid answers to these questions.

Team detailing places emphasis on proactive communications prior to the Sailor entering the billet selection/order writing window. Information from the Career Development Boards and 12-month incentive

interviews, provided by the Command Career Counselors, will allow us, the detailers, to evaluate each Sailor's main concerns and weigh them against their probable assignment choices.

Our intent is to use the gathered data to help shape expectations and career intentions for all Sailors. Early communication and teaming between detailers and command retention teams will aid our Sailors in making

informed decisions on their next duty assignment, possible "C" school opportunities and career options. This will allow us to meet both the desires of the Sailor and the needs of the Navy.

Don't be surprised if you get that special call from your friendly neighborhood detailer, asking you about your goals and desires.

*HMC Arwin D. Aviles  
PERS-407CP*

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# Ask Questions to Get the Right Answers

Ahoy! Shipmates, I am the Administrative Assistant for the detailers of HM E-9 0000, HM E1 to E9 8403/ 8424/ 8425/ 8493/ 8494 and HM E1 to E9 8402/ 8407/ 8416/ 8427/ 8432/ 8452.

Coming to BUPERS from FMF duty at 1<sup>ST</sup> MARDIV DET., 29 Palms was definitely a shift in gears, and prior to that, I was a Fireman aboard the USS TARAWA

(LHA 1). Having a diverse background enhances one's future opportunities, which is what I advise junior Sailors to seek. It is my job to not only assist the detailers, but all of you too. Have you ever had difficulties trying to contact your detailer? For those questions that don't pertain to specific negotiations, I may have the answer. I have the ability to

track the status of requests, waivers and orders, as well as answer simple detailing questions. Your best resource will always be your Command Career Counselor and the retention team. However, if there is a way in which I can assist you, feel free to contact me or any member of the Admin team.

*HM2(FMF) David W. Perkins, Jr.  
PERS-407A5*

# Step Up to the Plate and Win

I want to discuss several issues in this edition which will identify some unique Navy, command and personnel policies/issues which affect your career progression.

First I'd like to congratulate all those new Master Chief and Senior Chief Petty Officers. Your selection poses new and exciting challenges of which most of you will be expected to live up to...*Honor, Courage and Comittment* are the cornerstone of our hierarchy, so trust it, praise it and live it. You earned it!

I'd like to refer to those who stepped up to the plate and accepted orders to arduous Type 2 Sea/Sub/Air duty during our nation's worst hour in over 50

years...I've never seen so much enthusiasm, dedication and determination to go to sea in my tenure as an RAO...For the first time we (PERS-408) completely filled all our Type 2 Sea/Surface/Sub-Surface and AIRCREW duties in August, September and October of 2001...I had commands calling me, asking me to please allow this Sailor to go to sea to help in any capacity and also allowing for six-month to one-year gaps. I had one command that allowed an 18-month gap. This showed true colors and the willingness of shore com-

mands in helping to meet our nation's challenge at a moment's notice. Additionally, I had so many retirees contact us that it was very emotional to hear their requests to volunteer to come back on active duty. So, I appreciate the shore components that allowed their Sailors to terminate shore duty to go to sea duty and



didn't hesitate or worry about the backfill dilemma. This showed a true, unselfish sacrifice at the expense of many shore-based mission requirements and is indeed appreciated from all fronts. TEAMING at it's best!

I'd like to refer to the recent NAVADMIN 341/01 DTG 281838z DEC 01 making a couple of changes. The CTRCs are One In and Two OUTUS. The reasons for change were due to selfishness and an unwillingness of many of our senior personnel to perform in the manner of a Chief Petty Officer. Prior to 9/11,

we posted numerous personnel into overseas billets with many failing screening for various reasons. Many of which could have been taken care of earlier in the careers. Also, if a Sailor makes rate, the sea/shore rotation changes to the next rotation up the chain. Paragraph six stipulates the needs of the Navy and

for those who can't understand this, you need to contact PERS-408 for clarification purposes. CTT/EW post- merger rotation has changed to 36/36 for CTT and the EW's PRDs will be adjusted on a case-by-case basis as we get closer to the merger transition, so the ships will not have huge gaps in the technical aspect of the EW rate. The merger opens up a

wealth of shore duty for those EWs that have completed the TS/SSBI requirements. CTI1 and CTM1 changed as well.

The PRD window is six to nine months long. Do not submit a PRD extension to PERS-408 if you're in the PRD window, it is neither solicited nor recommended. PERS-40 policy is to return these disapproved unless there is a mitigating circumstance that should have been discussed

*Continued on page 71*

## *Step up continued...*

previously via the Command's Career Retention Team and chain of command!

PERS-408 has started a new form of recognition for those commands who have actively engaged retention teams. PERS-408 will be submitting personnel for MSG's to Overseas, CONUS and or afloat commands who we recognize via our detailers as going far and above in meeting the CNO's "War on Attrition!"

This will be defined as Career Counselor/Retention Teams who we feel are working for the command and the Sailor to help in all capacities of retention, command issues, or of a nature which helps PERS-408 meet Sailor's wants and desires. Teaming is where it's at and if you're the Command Career Counselor, or the NC, we need you to work with us to help increase your command awareness, on personnel issues and retention programs. PERS-4 is initiating changes that will affect how we detail in the future. Development of a pilot for a distribution cell for master chief's is being founded as well as a new focus on GENDET attrition. As the command's CCC, you are now responsible to the CO of that command on all manning retention issues. The CO/XO/CMC are focused as well and will help you in all regards in the war on attrition. PERS-408 will help you, but we need you to maintain dialogue with the detailing staff and a new spreadsheet will be forthcoming to help

with each Sailor under your UIC. This communication is a two-way street, we can only help on issues that are communicated to us. We can't mindread a new Baby, LIMDU issue, HUMS case or need of a school for career progression. The CCC/NC needs to lay the foundation and pursue helping the Sailor getting what they desire, within reason.

We've had to become very flexible during the recent events and in support of several Shore Command Closures/Re-alignments. I'd like to thank all those who have helped to make this transition as smooth as possible. Our detailers are on the road continually based on you, the Sailor, desiring to meet and discuss career options. With that said, PERS-408 has 132 trips scheduled for various reasons. If your command wants a visit, please contact us and we'll try to fit your visit into our schedule or post into the next year's requirements.

Recently, many of the detailers and I had a highly successful visit to NSGA Pensacola, NAS and NTTC Corry station. During recent IPR and CTT/EW Merger meetings we visited the officers, cpos and instructors from all levels and many of the students. To say the least, it was very beneficial. Visits to Sabanna Seca PR and working with Bad Aibling, Germany to help meet alignment issues are ongoing. PERS-408 appreciates the time and effort of all in supporting us during recent visits. With intelligence on the

forefront, our IS detailers have been visiting non-stop during the past two months and visited over 25 commands and numerous afloat and air squadron components. PERS-408 appreciates the time and effort of all in supporting us during recent trip visits.

Reference JASS for the NIWA SPECWAR billets coded for 9124. These billets are now available to females as well as males who qualify. If interested, please contact the detailer for information. This is a first on allowing females into the SPECWAR community and looks very favorable for career progression. This is also Type II duty.

We bid farewell to CTRCS Henderson who heads off to become the Navy's Equal Opportunity Specialist for PERS-8 and welcome CTRCS Engle who brings a myriad of afloat/PCS sea duty to the plate. Contacting detailers early is critical if any Sailor has an issue. Don't delay, earlier is better. Call collect or FAX us the paperwork.

Until next time.

CWO3 Sam "DADGUM" Kelley

PERS-408C

**Help make  
*LINK*  
better!**

Please take a  
minute to fill out  
the survey  
on Pg. 88

# Information and Training

There has never been more information available to Sailors than there is today. Navy Personnel Command (NPC) is taking full advantage of information technology. You can review recent policies and instructions at [www.bupers.navy.mil](http://www.bupers.navy.mil). At [www.bupersaccess.navy.mil](http://www.bupersaccess.navy.mil), you are afforded many opportunities; view-only JASS requisitions, check selection board information, review your ESR/PSR, check for PCS orders, to name a few.

An additional tool providing you information is the ever-evolving IS detailer web site [www.persnet.navy.mil/pers408/index.html](http://www.persnet.navy.mil/pers408/index.html). Some features include:

- General and Conversion Information
- JASS / JMIC / GUARD 2000 data
- *LINK* Articles
- Requisition Notes
- Duty Station Listing and Information

If there is other information you would like to see on this web site, please let me know.

**Training.** Intelligence Specialist training consists of apprentice, journeyman, and masters level courses as well as a robust inventory of NEC-awarding "C" schools.

- IS "A" School – entry level ISs
- Journeyman Course – IS2 / IS1
- Masters Course – ISC / ISCS
- "C" Schools – For information on these courses, visit the IS detailer web site.

That is not all. If you qualify, you could be selected to attend one of the four free college programs at the Joint Military Intelligence College (JMIC). Detailed information is available at the IS detailer web site.

*ISCS(SW/AW) Lavieri  
PERS-408CD*

## Check New Sea/Shore Rotation Numbers

Many of you have probably noticed that the sea/shore rotation for CTRCs has changed from one CONUS and one OUTUS, to two OUTUS and one CONUS. The reason for this is that the number of billets afloat, including CV, CVN, CG, DD, DDG, Sub, Aircrew and Direct Support is steadily growing. The number of new construction units is also increasing every day. We currently have pre-com PICKNEY (DDG 91), CHAFEE (DG 90), MUSTIN (DDG 89), PREBLE (DDG 88), MASON (DDG 87) and SHOUP (DDG 86) steadily being filled. When you throw in the many overseas billets for CTRCs you see the logic in changing the rotation.

Have you ever taken a look at the CTR locator to figure out who was due to PCS around your PRD date? I know that many of you have, but if you're using this to figure out your next tour of duty, don't. The reason is that this isn't a very reliable tool. Yes, it does give you a general idea of where billets are located, but it's not reliable enough to figure out if that

particular billet will be available when your PRD window comes up. A number of factors that could affect if a billet will become available within your PRD window are: extensions (voluntary, and involuntary), limited duty, fleet reserve dates, billets being upgraded/downgraded, N8 (CNSG Manning) and EPMAC suppressing the billet, and a host of other factors. The only reliable way to check on whether a billet is available is to contact your detailer.

I would like to welcome aboard my relief CTRCS(SW) Engle who joins the PERS-408 team from USS PAUL F. FOSTER (DD 964). He brings a wealth of experience including two PCS afloat tours, (FOSTER and PORT ROYAL (CG 73), Direct Support NSGA Northwest, and also A&R tours at Fort Meade, Misawa and Pyong Taek. I would also like to thank the CTR community for the support that you have given me over the last three years, and hope that you'll provide Senior Chief Engle that same support.

*CTRCS(SW) Henderson  
PERS-408CH*

# Answers to your Questions

I'd like to use this quarter's *LINK* article as a forum to pass out some general information about the current status of our rating from the detailer's perspective. Our rating is diverse, and each language community has its own requirements for assignments and rotation. This makes the job of filling billets while keeping Sailors happy quite a challenge.

Now that we have transitioned to an RSOC-centric community, the number of duty stations available to most language communities has changed over the last five years. Now, a CTI can plan to spend the majority of their career around the same location and still maintain their sea/shore rotation. This offers a level of stability uncommon in the Navy, and many families have benefited. I view this as a strong point of our rating, especially when I discuss detailing issues with Sailors from sea-intensive ratings. Most fleet Sailors interested in conversion to CTI are amazed that we can practically guarantee which duty station they will be assigned to and ensure that they can expect multiple tours in the same area.

NSGA Fort Meade is the primary duty station for our Russian linguists. The availability of general duty billets there for other linguists is limited, and is often used to accommodate spousal co-location assignments for dual-service or dual-language

Navy couples, normally for one tour only. There are no sea duty assignments there for non-Russian linguists; thus it is not possible to maintain rotation for other linguists. Duty at NSA does have many benefits, and if you are a motivated and career-minded CTI2 or CTI1 in Arabic, Chinese, Persian, Russian or Spanish you can consider applying for the Military Language Program at the National Security Agency. This three-year program is based around a core curriculum of National Cryptologic School language and analysis courses combined with a variety of operational assignments within the Operations Directorate. Participants are encouraged to complete the requirements to attain NSA Professionalization as a Voice Language or Graphic Analyst, a significant accomplishment. Attendees may also qualify for the 9206 Master Linguist NEC upon completion of the program. There is a six-year commitment required, three years in the program and one follow-on tour.

We receive many calls from CTI's asking about duty with other government agencies and special programs. Currently, the only opportunities for our people to serve with different groups are limited to the Defense Threat Reduction Agency and the White House Communications Agency for Russian and duty as a Special Warfare Combat Crewman

(SWCC) for Arabic, Korean, Persian, Spanish and Serbo-Croatian linguists. All of these programs require extensive screenings, so please contact us as far in advance as possible. As a rule, CTI personnel are not eligible for duty in recruiting, as recruit division commanders, as SERE or NLTU instructors or physical security due to the length of time spent in CTI training and the low manning in some of our primary languages. Exceptions are on a case-by-case basis and must have a compelling reason. Any tour outside of the CTI community comes with a six-year OBLISERV requirement to ensure we get you back. CTI is also not a source rating for duty as a SEAL.

The CTI rating is always open for rating conversion requests from motivated fleet Sailors in pay grades E1 to E5. The requirements for conversion are available in the Enlisted Transfer Manual, via the P408 web site [www.persnet.navy.mil/pers408/index.html](http://www.persnet.navy.mil/pers408/index.html), or e-mail if you send me a message with the words CTI conversion in the subject line to receive an auto-reply. In order to ensure that conversion requests are processed quickly, make sure that the package is complete and includes the required page 13 entries volunteering for duty in subma-

*Continued on page 74*



# Moving Forward to a Better Career

How time flies when you are having fun and that's exactly what I have had the past three years. My tenure here will coming to a close in June as I will be moving on up to relieve Master Chief Licastro as the Rating Technical Advisor.

Senior Chief Rich McGurr is onboard and has relieved me as your detailer. I have thoroughly enjoyed this tour and will take some great memories with me. When I assumed the duties as your detailer I made the promise to work with you, your command and other placement entities to assist you in reaching your personal and professional goals as well as maintaining fleet readiness. Together we have exceeded my initial expectations. Fleet manning is at or above 97 percent, and we have more females on sea duty then ever.

The schoolhouse is full with CTOs attending a multitude of "C" schools. Selective Reenlistment Bonus (SRBs) payments are at record level.

Utilization of GUARD 2000 and STAR programs have steadily increased over the past three years. You have made the difference; our rating is successfully positioning itself to handle whatever the requirements and challenges of the future.

Now it would be thoughtless of me if I did not reiterate some of the advice that I have shared in prior articles. You are responsible for your career; you make the decisions and the choices. There are numerous entities that are available to you for advice and counseling, but at the end of the day you are the one that has to live with the decision that you make. You need to be keenly aware of your transfer and enlistment dates. You need to be looking out at least the next six years or even longer, developing a plan on where you want to be and what it's going to take to get there (you have to be realistic). Do the research; the Internet is a marvelous tool. Every document/instructions you need about the

different programs are on the net somewhere. If you go to the PERS-408 Web Site ([www.persnet.navy.mil/pers408/index.html](http://www.persnet.navy.mil/pers408/index.html)) we have a lot of useful information that you can access. Include your LPO/LCPO/CCC/CMC in your decision making, they all have a lot of good information and experiences that they can share with you.

Congratulations, to all the new master and senior chiefs, as well as to all those who are promoted off the March exam cycle. Competition for promotion is always keen and you have distinguished yourself amongst your peers. Good luck to all the CTO1s who are board eligible. I'm looking forward to seeing some familiar names on the Chief selection list.

It's been a privilege being your detailer; I am extremely excited about being your Technical Advisor. Take care and keep safe.

*CTOCS(SW) Joe Kelly  
PERS-408CG*

## Questions continued...

rines and as a Naval Aircrewman along with the SF-86. A qualifying score of 95 or better on the Defense Language Aptitude Battery (DLAB) is required for all conversion requests, regardless of native or prior language experience. If approved for conversion, you will be issued orders to the first part of CTI "A"

school from the P4010 Rating Conversions Detailers and will not be assigned a language until you arrive and check in with the school. We cannot make language guarantees ahead of time.

I'd like to take this opportunity to welcome CTICS(SW) Wayne King as the new CTI Community Manager/Technical Advisor. CTICS(SW) King has

had such exciting duty stations as NSGA Rota Spain and NSGA Key West. We wish him well in his new assignment. CTICM Ted Hagert will be around for a while longer working on the transition of the Navy's Foreign Language Program.

*CTIC(SS) Jason Reeb  
PERS-408CE  
CTIC(NAC) Bill Keown  
PERS-408CE1*

# The Winds of Change

Many exciting changes are occurring as we move into a new era for the Navy and our rating.

I visited NTTC Corry back in January and had the chance to talk to three "A" school classes and was very impressed with the number of young seamen asking to go to a ship (via EW pipeline or DIRSUP). I had the chance to get a sneak preview of the pre-pilot course for the merged "A" school and was very excited by what I saw. With the first new non-pilot merged "A" school class soon to start and our sea/shore rotation message out, the merge is just about here, and some new billets have come on line already.

We have the brand new CTT1 sea billets that just opened up in FIWC San Diego. These are IW (C2W) billets working with the CWC; you will be the point man! This is an outstanding opportunity for a strong CTT2 or CTT1 to take a high tempo, critical impact job and excel. Training en route will be included, and should include one of the following senior schools. The Combat Systems Senior Enlisted (CSSE) course or the EW Advanced Application or the National OPELINT course.

We still have the SWCC billets open, and again I must stress that you should not only be in *outstanding* physical conditioning but mentally and emotionally fit as well. The training is the hardest you will go through as a CTT. The requirements in the screening package are just the minimum! You should be far above these requirements.

We have the billets in Australia and they require an extensive screening process that in some cases has taken up to a year, so if that's a billet you are interested in please do not wait until you are in your six-month window to apply.

NSGA Denver is still the word of the day. If you are rolling off sea duty and have a final clearance, think very hard about the Rocky Mountains. It's a great place to live and work, and it's mission is continually expanding. It's on the cutting edge of the latest and greatest technology and a great place to learn.

The latest and greatest word around campus is "TEAMING." Your command retention team or others should contact you in your chain of command when you reach your 12-month window. They will get information on your desires (wants and

needs) so that when we contact you at your 10-month window, we will already be one step ahead. Please take the time to talk to your chain, as they are good sources of information in the negotiation process. I would like to say thank you to all those that have already stepped up to fill those hard to fill billets and look forward to continuing to serve your needs in the future as we become one big family.

In closing, a quick reminder - communication, communication, communication. I can not stress this enough. I hope to see you all as I hit the road this year. I start with a 10-day blitz to NSGA Whidbey, VQ-1, VAQs, and ships in the area. Then to NSGA Pearl for a CTT-EW symposium and a chance to talk to the sub riders and CTT's at Kunia. Then it's off to San Diego to finish up the CTT-EW symposium, and a visit to the ships that are in port and NSGA San Diego.

The next merger conference is scheduled for the first week of April in Norfolk. More information will be available following this meeting. Hope to see you there and say hello.

CTT1 (SW/AW) Jenkins II  
PERS-408CJ1

# This Ain't Your Father's Detailer

Hopefully the title of this article grabbed your attention! We also hope you will continue to read the information that follows.

Before I get into all the changes occurring here at Navy Personnel Command, I want to thank the EWs and CTTs at NTTC Corry Station for their awesome support of my visit in early January. I was extremely impressed by the professional attitude and spirit of camaraderie. The visit was also successful in generating some key detailing actions that will benefit the Sailors, their families and the fleet.

This is an important article for all hands. Many changes are in the works both here in Millington and in New Orleans, home of EPMAC. These changes will affect how the detailing job is actually done and how decisions are made on where to place individual Sailors.

The key thing for you all to know is that these changes are geared toward making the detailing experience a positive one for all Sailors and their families. I'd like to believe that most of you will not see any change in the level of service you receive, because I know we have sincerely tried to provide a high level of service and customer satisfaction in every negotiation.

Having said that, here is a general overview of the "Teaming Concept."

"Teaming" is geared at generating early exchange of information between command retention teams, Sailors and their detailers. Some of the components of this process, (i.e. 12-and seven-month messages and 10-month contacts) have been in use for the last year.

Sailors are being detailed earlier in their window, with greater success in obtaining orders desired, as a result of early communication and negotiation.

"Teaming" is designed to take this step to the next level, primarily through two avenues:

- By generating a significant increase in the interaction between each command's career retention team and the detailers, and,

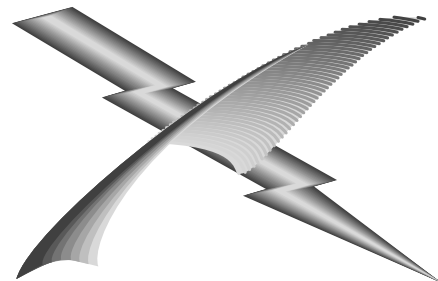
- By making the detailer's primary function that of the Sailor's advocate, as opposed to a placement specialist. This will be affected by an increased placement role being given to EPMAC.

The first of these avenues will require diligence and discipline by all involved at the Sailor's command. You, as the individual Sailor, must take charge of your own career and be proactive in ensuring you contact us early. Providing us with your phone and E-mail contact information is very helpful in opening lines of communication.

Commands must also take early action in communicating the Sailors' desires to detailers. Three weeks before a Sailor is due to separate is not the time to negotiate a career-saving set of orders! Please maintain constant contact with us concerning your Sailors, and we will do likewise. Key members at the command level are LPOs, LCPOs and CMCs.

The second avenue, that of making the detailer your advocate, should ensure a more congenial detailing experience, because much of the responsibility for filling specific billets will transfer from the detailer to EPMAC.

The detailer will still be intimately involved in the JASS requisition opening and selection process, and will provide that key command, personnel, and NEC requirement



*Continued on page 77*

# CTA Sea/Shore Rotation

Sea/shore rotation is based on CTA billet inventory and where those billets are located - either stateside or overseas. We have fewer E6 and above billets overseas than stateside. As a result, E6 and above rotation is two stateside tours to every overseas tour. Sea/shore rotation sets the guidelines to ensure fair and equitable rotation.

As our billet structure changes, there are periods when there are no available overseas billets. If you are in your JASS detailing window and there are no overseas or sea duty billets for your paygrade or the next higher paygrade, you may apply for stateside billets and probably be selected.

However, as long as overseas and sea duty billets are available on JASS, you probably won't be selected for a stateside tour if your rotation calls for you to rotate overseas or to sea duty. You will not be able to break rotation until all overseas and sea duty billets have been filled. Breaking rotation diminishes career development. Sea and overseas

duty are crucial to your career and something selection boards look at closely.

I encourage you to talk to your chain of command, Command Career Counselor and give me a call to discuss your options.

**New billets: E7-E6**  
CNAVNETOPSCOM

**Deleted billets:**  
NSGA Sabana Seca  
NSGA Bad Aibling

*CTACS(AW) Sue Paxton  
PERS-408CK*

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## *Father's Detailer continued...*

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information to the EPMAC rating specialists prior to opening specific billets each cycle.

As part of the initial effort in this area, EW has been selected as one of five test ratings. Our EPMAC Rating Specialists recently concluded a visit to NPC to get a first-hand look at how the requisition is 'scrubbed' each cycle prior to release.

Along with other EPMAC-NPC "Teaming" initiatives, you should see an improvement in the overall detailing process.

In closing, a couple of quick reminders are in order. First, if you have not done so already, submit your TS/SCI clearance package! Submission of this is now tied directly to SRB approval; no clearance package submitted equals no SRB. A big BZ goes out to our EW technical advisor for getting us increased SRB at all levels and a new Zone C SRB of 1.0!

Last, the CTT-EW merger is right around the corner. Corry Station is nearing completion of a Basic ELINT Course, which is scheduled for start-up in June. The next merger conference is scheduled for the first week of April in Norfolk. More information will be available following this meeting. Hope to see you there.

*EWCS(SW/AW) Lanham  
PERS-408CL*

**Enlisted Community Managers and Technical Advisors have their own section in *LINK*. Be sure and check the front of this issue for important community information.**

## Sea Special Programs

# Command Involvement Essential

Command participation in the Landing Craft Air Cushion (LCAC) screening process is essential in assuring that top quality candidates are assigned to this duty. LCAC duty requires peak performance from personnel assigned to Craftmaster, Engineer, Navigator, Loadmaster, and Deck Engineer billets. Selection to the LCAC program is competitive and to avoid loss of training dollars, proper screening of candidates is essential.

Once your rating detailer releases you to the LCAC program, PERS-409 will send a screening message outlining local medical and professional screening requirements. Upon completion of the screening, candidates for Craftmaster, Engineer, and Navigator must submit results by message within 15 working days. The message must be addressed to BUPERS PERS-409, the Naval Operational Medicine Institute (NOMI) Pensacola, Fla. codes 26 and 41 and the appropriate Assault Craft Unit (ACU). Ensure exact and complete results of all criteria are included in the text of the message.

When Craftmaster, Engineer, and Navigator candidates successfully complete their local screening, the member's command will be directed to contact either ACU FOUR or ACU FIVE to arrange for TAD travel to NOMI. At NOMI, the candidate will undergo a psychomotor skill test, flight physical, and a second class swimmer qualification if not already completed. TAD funding will be provided by the ACU that is geographically closest to the candidate's current duty station.

If you desire a challenging change of career, LCAC may be for you. LCAC screening requirements may be found in the ENLTRANSMAN, Chapter 9. All LCAC program candidates must meet medical standards as defined in MANMED chap 15-17A revised Feb 2001. See your Career Counselor today to prepare for an LCAC adventure!

*BMCS (SW/FMF) Tim Beaman*

*PERS-409CD4*

### New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
MASON	DDG 87	Norfolk	NOV 2002	FCC(SW)Hummer
PREBLE	DDG 88	San Diego	AUG 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	1.Pacific	FEB 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN	CVN 76	1.Pacific	FEB 2003	ABHC(AW) Kons
MUSTIN	DDG 89	San Diego	MAR 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	2.Pacific	MAY 2003	ET1(SW/AW) Baker
USS COLE	DDG 67	Norfolk	APR 2002	AE1(AW/SW) Taranski
PINCKNEY	DDG 91	3.TBD	OCT 2003	HT1(SW) Hendrix
MOMSEN	DDG 92	3.TBD	JAN 2004	AE1(AW/SW) Taranski
CHUNG-HOON	DDG 93	3.TBD	APR 2004	TBD
NITZE	DDG 94	3.TBD	SEP 2004	TBD

1. CINCPAC requested San Diego but CNO has not announced.

2.No official homeport announced

3.No official coast announced.

## Sea Special Programs

# Be Ready to Negotiate Your Orders

One of the most awaited phases of a decommissioning ship or dis-establishing shore command is the decommissioning conference. This is the day when the crew comes face-to-face with a team of detailers from NPC to negotiate for new orders. The purpose of this conference is to detail and ensure that all decom personnel will receive a fair deal and the best possible follow-on orders.

Choices for orders are based on valid billets, the member's desires and the needs of the Navy.

Once orders are accepted, all negotiations are final and orders are forthcoming within six weeks. Decom Sailors who have six months or less remaining on their PST will be eligible for shore duty. Sailors with seven months or more remaining on their PST will be reassigned to the homeport area to the maximum extent possible.

If no local area assignments are available, NPC will assign Sailors to their next sea or shore tour as appropriate. Sailors must meet screening requirements to

be eligible for overseas duty and sea or shore special programs. Transfer dates are established by the decommissioning or dis-establishing unit's commanding officer.

For more information, review Chapter 12 of the ENLTRANSMAN or log on to our web site at [www.bupers.navy.mil/pers409/index.html](http://www.bupers.navy.mil/pers409/index.html) for an updated list of Decommissioning/HPC/Shore Dis-establishments.

PNI(AW) Eduardo Catbagan  
PERS-409DC3

## Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil). Click on *Selection Boards, Other Selection Board /Advancement Information and Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

**NAVY PERSONNEL COMMAND  
PERS-313C  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-3130**

❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.

❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.  
Your signature is required for each request.

**PLAD: COMNAVPERSCOM MILLINGTON TN/PERS\_\_\_\_\_**



## Shore Special Programs

# Recruiting Wants You & You & You

Greetings Shipmates, my name is ATC (AW) Kevin Routon, the new E7/E8 Recruiting Detailer replacing OSC(SW) Ragland who is still with us and has moved to Leading Recruiting Detailer. I am reporting here from VP-5 out of Jacksonville, Fla. I successfully completed a tour of recruiting duty at NRD Nashville where I learned a lot of things that I feel will enable me to be an excellent Recruiting Detailer. Because of my past experience I feel that I can answer any and all questions that you may have about recruiting. I believe that the more information you have in front of you the more informed decision you can make about your career, and I am looking forward to working with all of you.

In addition to working as the E7/E8 Detailer, I am here to work with and assist any Sailor, E4 and above, that is looking for a challenging job in recruiting. As you know recruiting is moving more and more toward the younger recruiter (E4/E5), so if you are at the end of your first enlistment and you are considering getting out of the Navy there is a great opportunity for you in recruiting. More often than not, the decision for our first- and second-term Sailor to get out is based upon wanting to be closer to home, wanting to spend more time with family and friends etc. Shipmate, we can help. Why not

join our volunteer recruiting force? We have over 1,700 recruiting stations nationwide with a limited number of recruiting opportunities overseas. There is an excellent chance we can get you in your hometown area. Other benefits of recruiting include:

- Up to \$375.00 a month Proficiency Pay. Eligibility begins upon arrival at your assigned NRD.
- Command Advancement Program. In this program a highly motivated, stellar performer can be advanced up to the paygrade of E7.
- Sea duty credit up to 24 months may be earned at some Recruiting Districts, for example:
  - NRD Indianapolis - 12 months
  - NRD Michigan - 18 months
  - NRD Minneapolis - 12 months
  - NRD New York - 24 months
  - NRD New England - 12 months
  - NRD Philadelphia - 18 months
  - NRD Pittsburgh - 18 months

See ENLTRANSMAN Chapter 11 or call your recruiting detailer for NRD's that have been designated.

- Follow-on tour guarantee (choice of coast only) upon successful completion of a recruiting tour.

- Training Sales skills, which equates to three hours of college credit as many colleges and universities across the nation.

- Rate study opportunities: While recruiting, Sailors up for

advancement are provided the opportunity to go no-cost TAD to a command where they can prepare for the Navy-wide Advancement Examination. Sailors are sent TAD to a ship, squadron, etc. that will provide them the necessary training to prepare for the exam due to working outside of their rates.

- CNRC's "Government Leased Housing Program" takes the worry of housing away from transferring Sailors. The program offers the recruiter quality bachelor and family housing at zero out of pocket expense.

- Recruiters receive monthly out-of-pocket money, a car for executing their daily recruiting duties (official business only), yearly uniform allowance for upkeep and maintenance of uniforms.

There are many more reasons why you would benefit from joining us a U.S Navy Recruiter. Your job as a recruiter is to get involved in the high schools, community, clubs, churches, colleges, and area businesses. This is your chance to have an active part in what type of Sailor enters the Navy. You'll have the power to help your peers to see that there is more to life than flipping burgers or digging ditches.

*Continued on page 81*

## Shore Special Programs

# Top Sailors Wanted for RDC Program

I look forward to serving the Sailors who serve the fleet!

In my short time here I have had the opportunity to speak with several Sailors out there and have found there to be some misunderstandings about the RDC and MEPS programs.

First, I would like to discuss the RDC program. Currently the manning deficit has been corrected. Presently there are no billets for female RDC until well in to FY03. Males with PRDs of October or later are what I am currently working. If you fall into this window and are looking for the assignment that will help you break out from the peer group, this is it! This program offers

the following: SDA pay of \$350, opportunity to earn your MTS (Master Training Specialist) qualification, additional clothing allowance of \$220 annually, RDC ribbon after completion of successful 36-month tour, head-of-the-line privilege on the housing list. If interested contact your CCC or myself.

The Naval Academy is looking for highly motivated E7 and above females returning from sea duty who are warfare qualified for positions as "Company Chief." If you're interested in applying for this rewarding challenge, contact your CCC or myself.

MEPS duty billets are advertised on JASS. If you are looking for a particular MEPS, you should look at the entire JASS, not just your rate. If you don't find it, it probably means the billet doesn't exist. MEPS billets are general duty billets and members must be in pay-grade E5 or above and be screened suitable for the duty. Once again if you are interested contact your CCC or myself.

If you have questions or comments visit our Web Site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

Until next time, keep up the good work!

MMC(SW) Duncan

PERS-4010D

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### *Recruiting continued...*

You'll have the opportunity to become a pillar within your community.

U.S Navy Recruiters are highly motivated, top performers who help promote and maintain the Navy's high degree of readiness. If you have what it takes to be a Navy recruiter, we want you. Join our team and help make the world's strongest Navy even stronger. If you have questions or comments visit our Web Site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

ATC(AW) Routon

PERS-4010C1

## Finish Your Degree with the Navy College Program!

- Rating roadmaps (credit for Navy training).
- Lists of participating SOCNAV colleges.
- Order your personal SMART transcript.
- Earn credit through CLEP, DANTES and RCE exams.

[www.navycollege.navy.mil](http://www.navycollege.navy.mil)

# Instructors Wanted

The Navy's Leadership Training Continuum employs energetic, motivated Sailors to be part of the leadership training team. Get paid to share your experiences, get others to share theirs and discuss a variety of issues. It's challenging as well as personally and professionally rewarding. Leadership instructors provide training and education to nearly 30,000 Sailors each year.

The Navy's leadership training program offers its instructors many benefits including instructor training school (NEC 9518), invaluable experience in public speaking, interpersonal relations, enhanced communication skills, teambuilding proficiency and one of the greatest benefits of all, being a part of improving the Navy's enlisted leadership posture.

**Q:** How do I get selected by Shore Special Programs for Naval Leadership Training Units?

**A:** First you need to make sure you are qualified for the program. Talk to your career counselor. Check for ASVAB, physical and other requirements in the ENLTRANSMAN Chapter 9. Next call your rating detailer (ensure you are in the 9 month PRD window) and request to be released to Shore Special Programs for a Naval Leadership Training Unit billet. Once your rating detailer releases you, call the NLTU Detailer and negotiate for orders. Keep in mind that you can not apply for Special Programs via JASS.

If you have questions or comments visit our web site at

[www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*GMC(SW) Green  
PERS-4010D1*

## Navy Law Enforcement and Force Protection

If you are a hard-charging Sailor looking for your first shore duty assignment or possibly a second shore tour out of rate then Physical Security may be for you.

PHYSEC, as we are commonly referred to, provides excellent Law Enforcement training at several locations. This enables the Sailors to train in fleet concentration areas where they will detach. This will help reduce the stress of relocation that training can cause, enabling them to concentrate more on the training than what is happening at home. This training becomes even more valuable as the Navy moves forward with improved advancement exams that include more Military Requirement questions. I am sure some of those are related to topics you may cover in school.

How do you apply? Here are the most common ways this can be accomplished:

- 1306/7 personnel action request form via the rating detailer requesting release to Physical Security duty. Make sure you fill this out properly to include three duty location

preferences. Your CCC will help you fill this out.

- A simple phone call from a command retention team member to your rating detailer requesting release if your normal PST has been met and you are within the nine-month negotiation window.

- 1306/7 requesting GUARD 2000. Make sure you meet the requirements for G2K and be realistic in your request. Nothing is more frustrating than finding out your request for assignment to the moon has been denied.

Do I qualify for the duty? Ask yourself the common core questions. Are you a US citizen by birth or naturalization? Can I hold a secret clearance? Have I been good the last three years (No NJP)? Do I possess a valid U.S. driver's license? Are my EVALS above 3.0? Do I meet the Navy physical fitness standards as outlined in OPNAVINST 6110.1F? Will my command endorse me for the duty? If you answered yes to all, you pre-qualify for this duty.

We will do everything we can to help make this a smooth process. We just ask you to utilize your Command Retention team. They are there to help. We need you to worry about getting us underway. Remember this quote "To whom much is given, much is required."

If you have questions or comments visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*SMC(SW) Cline  
PERS-4010E*

## Shore Special Programs

# Choose Flag or Presidential Duty

My tour as the Washington Placement Detailer has come to an end, and I would like to thank everyone for their support and patience over the last three years. I will be transferring to COMDESRON SEVEN in San Diego, Calif. My relief is YN1(SW) Joseph Melton coming from the USS GUNSTON HALL out of Little Creek, Va. He is here to continue supporting the fleet with challenging billets in the Washington, DC area.

If you have not completed a flag staff duty tour, and desire a challenging high-visibility assignment, please ask your rating detailer to release you to Shore Special Programs. To be assigned for duty in the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS or CNRC you will go through a screening process.

### Requirements:

- You must be a volunteer.
- Possess outstanding evaluations marks.
- Meet Navy Physical Readiness Standards.
- Be screened in accordance with

ENLTRANSMAN 9.44.

Most of my commands require a high-level security clearance, warfare pin and members who are rotating from sea duty. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, IS, CE, BU, UT, PH, JO, OS and SK. Though on occasion, opportunities become available for other ratings.

If you have questions or comments visit our Web Site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

YN1(SW) Kingston

NPC 4010F

## Unique Assignments Available

Interested in an exciting and unique assignment? If you are rolling to shore duty and are warfare qualified, I may have a billet for you in the Personnel Exchange Program (PEP). PEP is an exchange program with several NATO Countries as well as Australia and Canada. Some of these jobs are shore assignments for sea-intensive rates.

ENLTRANSMAN Chapter 9 has the details for eligible ratings/NECs/billet locations. If you qualify you must contact your rating assignment detailer and request to be released to Shore Special Programs, provided your detailer has an available billet for you to fill. Once that has been done, you will receive a PEP screening message. A nomination package will be submitted to the country and billet you are released to for final approval. The process can take one to three months before you will know if you have been accepted for the job.

Volunteers will be considered only for those rates/ratings for which PEP billet requirements exist; however, requirements change frequently. Language proficiency is required. Selected personnel must be fluent in the native dialect or be trained via a Defense Language Institute (DLI) course prior to reporting for duty in these countries.

In non-English speaking PEP countries, dependents may find themselves in areas where few if any local inhabitants speak English.

The tour length for PEP duty is 24 months, from the date the member reports to his ultimate PEP command. One-year tour extensions may be and frequently are authorized.

If you have questions or comments visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

PNC(AW) Preston

PERS-4010G

**Click [www.nsa.Bahrain.navy.mil](http://www.nsa.Bahrain.navy.mil) Click**

***This could be your next assignment. Considered the Middle East's best kept secret by many. Personnel and professional opportunities abound. Families travel with you. Fabulous off-base housing, tax-free income and more. The choice is yours!***

## Shore Special Programs

# Stay Informed about Career Changes

Are you aware that most of the time we lose Sailors because they are not sure of everything the Navy has to offer and they are out of the Navy before they get a chance to reevaluate their goals?

Many Sailors are leaving the Navy because they are not happy with the job they initially chose and never learned about their conversion opportunities. Yes, that's correct, the Navy does offer Sailors a chance to convert into another rating through several programs. Sailors must first meet the requirements for the rating they desire.

All conversion requests must be submitted to PERS-811.

Personnel interested in converting may apply under the following career options:

1. Selective Training and Reenlistment Program (STAR).

- Military Personnel Manual (NMPM) 1160-100 governs.

- In-rate reenlistment authorization guarantees "A" or "C" School. Must be approved by PERS-811(CO STAR program is no longer authorized).

- Must be on first enlistment, with more than 21 months active duty and less than six years active duty.

- Must also have above average performance.

- Opens SRB window to one year prior to EAOS.

May result in automatic advancement to E5 if school is listed on Career Schools List (NMPM 1510-020) on date of reenlistment.

2. Selective Conversion and Reenlistment Program (SCORE).

- NMPM 1160-090 governs.

- Assignment to a Class "A" and "C" school.

- Possible automatic advancement to E4 or E5 if school is listed on Career Schools List (NMPM 1510-020) on date of SCORE approval or on graduation date of advanced training COI.

- Possible entitlement to Selective Reenlistment Bonus (SRB).

3. Change in Rating (LATERAL) conversion.

- NMPM 1440-010 governs.

- Change in occupational skills without change in paygrade (e.g., YN2 to PN2).

If you have questions or comments visit our Web Site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*PN2(AW) Sorrell  
PERS-4010S4*

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## Enlisted Comissioning/SERE/NACIC Programs

Enlisted Commissioning programs continue to be a very competitive arena! Get your package in EARLY and remain in contact with the program manager then your dreams can be reality.

OCS Mr. Phillips DSN: 882-9211

STA-21 MS. Warner DSN: 922-9428

MED HM1 Miller DSN: 295-0925

Warrior's spirit? Shore duty bound? Survival Evasion Resistance and Escape instructor (SERE) is for you! A motivated and dedicated team of professionals trains the fleet's best and brightest. Located in Brunswick, Maine or San Diego, Calif. Ask your detailer if this is right for you!

Looking for challenging job in the public eye with travel opportunities? Sharp military appearance? Naval Absentee Collection & Information Center (NACIC) is for you! Taking care of business is what they do! Located in Great Lakes, Ill. Ask your detailer if this is right for you!

NACIC DSN: 792-2105/6

If you have questions or comments visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*SMC(SW/AW) Kircher  
PERS-4010K*

## Joint TAD Opportunities

# Volunteer for Real World Ops

Here is your opportunity to contribute to real-world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are 120 to 179 days in length and require your commanding officer's approval to participate.

Your command incurs no travel or per diem costs and ADSW funding is available for Reservists. Can't go right now? CNO N123C maintains a database of volunteers for future assignments. Visit our Web Site at [www.bupers.navy.mil/jtad/jtad.html](http://www.bupers.navy.mil/jtad/jtad.html) or contact PNC (AW)

Cathy Drew or myself for more information. Look for code N123C in the Enlisted Community Managers /Technical Advisors section of the *LINK* Directory for telephone numbers and E-mail addresses.

*CDR John Kroft  
CNO N123C*

## TAD Opportunities

BILLET #	TITLE	REQUIREMENTS	Date	DAYS	LOCATION
CTF-1203	SENIOR ANALYST	MIN E5/CTL, TS/SCI	28-Apr-02	179	FT. Meade, Md
ECMC-005	SIGNIT OPS TASK	E8/CTR, TS/SCI	28-May-02	179	England
NICP-018	CSG ANALYST	E6/CTR, TS/SCI	22-Apr-02	179	Kosavo
NICS-005	SPECIAL SEC REP	CTA2, TS/SCI	1-July-02	179	Sarjavo
LS005	INTEL SPECIALIST	IS/E4-7	20-May-02	179	Venezuela
CTF200-025	POL-MIL ANALYST	IS1, TS/SCI	11-Feb-02	179	Turkey
CTFMP-061	OPSCEN-U-CONT	E5/ OS-IT-AW, SECRET	20-May-02	179	Turkey
UHVN1-004	PAO NCO	JO1, SECRET	27-May-02	179	Riyadh
UHVN1-005	ACOC LIAISON	IS2, TS/SCI	14-May-02	179	Riyadh
UHVN1-011	ACOC LIAISON	IS2, TS/SCI	15-May-02	179	Riyadh
UHVN1-013	ANALYST	IS2, TS/SCI	15-May-02	179	Riyadh
UHVN1-030	TRAFFIC MGT	E6, NEC 2821, SECRET	16-Sep-02	140	Riyadh
UHVN1-031	RADIOMEN	IT2, TS/SCI	22-Dec-02	179	Riyadh
UHVN1-032	RADIOMEN	IT2, TS/SCI	22-Dec-02	179	Riyadh
UHJR3-003	INTEL SPECIALIST	IS2 MIN, NEC 3924, TS/SCI, MALE	5-May-02	179	Riyadh
UHJ604	TCCC	ITC/ITCS NEC 2319, TS/SCI, MALE	13-May-02	179	Bahrain
UHVN1-033	ADSI MAINT PLANS	FC/ET/E6, SECRET	6-Jan-03	179	Riyadh





## Collocation Assignments Possible

Collocation assignment for military couples will be made whenever possible, providing the criteria in ENLTRANSMAN 3.21 is met. In order to be eligible, members must be married at the time of the request. The request must be submitted to the appropriate detailee at EPMAC for non-designated personnel and BUPERS for rated personnel. Both members must submit a request, with a copy to the spouse's detailee. If a copy is not received, the detailee will make every attempt possible to obtain a copy. This can sometimes become a timely task, resulting in undue delays. If a copy cannot be obtained in a reasonable amount of time, the NAVPERS 1306/7 will be returned without action being taken.

Military personnel requesting spouse collocation must have completed a minimum one year onboard the current duty assignment at the time of transfer, and the request itself should be submitted at least six months before the requested transfer month. Members must have sufficient obligated

service to complete a minimum activity tour for the next assignment. Every attempt will be made to match PRDs to provide for future collocation assignment.

Married military couples will not be assigned to the same ship, nor will they be assigned simultaneous sea duty involuntary. If a member marries another member assigned aboard the same ship, in most cases the member with the most sea time will be assigned to shore duty.

Every effort will be made to accommodate each valid collocation request. However, this should not be construed as a guarantee for immediate assignment.

As I prepare for my transfer to VAQ-132 at Whidbey Island, I would like to take this time to say that it has truly been an honor to serve each and every one of you.

*PNI C. E. Johnson  
Lead GENDET Detailee*

## Selection Board Schedule

Board #	Title	Convene	Adjourn
205	Reserve E8/9	06May02	17May02
206	Reserve E8/9 TAR	06May02	17May02
305	CNRC Career Recruiter Force	15May02	17May02
290	Active E7 Special	17Jun02	21Jun02
310	Command Master Chief Screen	03Jun02	06Jun02
311	Senior Enlisted Academy #2	03Jun02	06Jun02
315	Reserve LDO/CWO IP	03Jun02	06Jun02
325	TAR Transfer/Redesignation #2	03Jun02	07Jun02
335	Reserve E7	10Jun02	28Jun02
336	Reserve E7(TAR)	10Jun02	28Jun02
360	Active E7	08Jul02	09Jul02
376	Active Special Board	25Jul02	26Jul02

**The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil).**

*PERS-32 Selection Board Support*

## TAR Detailing 101

No doubt about it, the experience of negotiating a set of orders can be nerve-racking to say the least. I can remember taking deep breaths to calm myself down before picking up the phone to call whomever was the detailer at the time, and then suffering from this uncontrollable trembling deep in my throat throughout the conversation anyway. This was all due to my thinking that detailers had absolute control of my career, and that anything I suggested would be dismissed as unrealistic or not career enhancing.

But the biggest thing I've learned since becoming a detailer myself is that at least half the leverage in any order negotiating process belongs to the Sailor. Granted, I can't send you where I don't have a billet, but to those who exercise patience, persistence, and flexibility, I can say that, while you might not get your first choice of orders, you will end up with a billet that reflects the direction of your career and might even pleasantly surprise you.

A few insights I've picked up that might be helpful:

- There are no secret requisitions (reqs), only priority ones. EPMAC rightly tells detailers to fill their top reqs first. If Dallas/Fort Worth is #10 or #15 among 15 total reqs, don't expect it to be offered before the top six or seven are filled.

- Don't waste your negotiating window! If you fall out of your window or tell the detailer you're going to separate and then change your mind, prepare to go to one of the top three reqs. If you don't believe me, look on the back page of this magazine.

- Choose between location and career: If location, don't be surprised if you're passed over by selection boards. There's no shame in retiring as a First Class, as long as you understand why you didn't make Chief.

- If you want a career enhancing billet (i.e., ship, squadron, MIUW), be prepared to travel to wherever the billet is; don't expect it to come to you. When I first reported as detailer I had people call me and say they wanted a squadron; on those rare occasions when I got one, I'd call them back and say it was in Brunswick, only to have them say they *really* wanted a squadron out of Jacksonville.

- If you're stuck on going to only one location while negotiating, prepare to be disappointed. A detailer can only offer billets he's given.

- For spouse collocations: Sometimes the price of staying together is that one spouse does not get their #1 one choice of duty.

- Contrary to common belief, detailers work for the United States, not the Sunbelt Navy.

- First-termers considering reenlistment have more leverage with a detailer than at any other time in their career. Encourage them to pick a location and/or duty type and go for it!

*YNC(SW/AW) Warren*

*N414*

## New Detailer Onboard

I look forward to talking with each of you to assist you with one of the most important decisions in your career (you're next set of orders). My goal is to maintain the same great service to which you are accustomed, and to keep our communities healthy in this time of reduced manpower.

We can start working on your next career move as you come into your window and we can start working towards a set of orders that will help both you and the Naval Reserve.

If you are requesting a PRD extension, submit a 1306/7 10 months prior to your PRD, and if you are requesting a Spouse COLO, both members should submit a 1306/7 to their respective detailers 12 months prior to their PRD. To check requisitions just send an E-mail to: [nrpc-n411reqs@nrpc.nola.navy.mil](mailto:n411reqs@nrpc.nola.navy.mil) you will get an E-mail right back with my top req.

Check the back page of the [LINK](#) to find out your negotiating window and also to find out when I get my new requisitions.

*ASC(AW) Kerry J. Clish*

*N411*

# LINK Survey

## Tell Us What You Think About *LINK*

The editors of *LINK* need your help in making this magazine the best it can be. Your input is valuable, and will help us publish an even better *LINK* magazine in the future. Please circle your choices on the survey and fax or mail your survey to us (see below). The survey will only be used by *LINK*, and you will not be asked to provide your name or any individually identifiable information. Thank you for your help!

1) *LINK* gives me career information that is useful, accurate and valuable.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

2) I find the articles written by my detailer to be useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

3) I find the articles written by my Enlisted Community Manager and Technical Advisor useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

4) I find the articles in the "Put In For My Outfit" section of *LINK* useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

5) An article in *LINK* has influenced my decision to continue my college education, apply for a commission, pursue an "A" or "C" school or convert to another rating.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

6) *LINK* has been helpful to me in making career decisions.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

7) *LINK* would be more useful if more copies were mailed to my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

8) It's easy to find copies of *LINK* at my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

9) Do you have access to the Internet?

Yes/no

10) Have you been to our Web Site ([www.bupers.navy.mil/periodicals](http://www.bupers.navy.mil/periodicals))?

Yes/No

11) What would you change about *LINK* to make it more informative, useful or readable? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Demographic info:

Your rank:

- a) E1-E3
- b) E4-E6
- c) E7-E9
- d) warrant officer
- e) officer

Your rating: \_\_\_\_\_

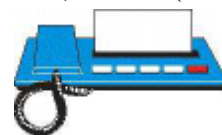
Years in Navy: \_\_\_\_\_

Duty location

- a) Sea Duty CONUS
- b) Shore Duty CONUS
- c) Sea Duty Overseas
- d) Shore Duty Overseas
- e) Other

## Give Us Your Opinion!

Return your survey by fax at DSN: **882-2613**, Comm: **(901) 874-2613**.



or,

Return your survey by mail to:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Navy Personnel Command  
LINK Magazine / PERS-05  
5720 Integrity Drive  
Millington, TN 38055-0500

Take this survey online at [www.bupers.navy.mil/periodicals](http://www.bupers.navy.mil/periodicals), and click on "*LINK*."

# LINK Directory

## Enlisted Community Managers / Technical Advisors

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
n123c	Joint TAD Contingency Operations	CDR John Kroft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 614-4088	224-4088
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Vacant	(703) 614-5599	224-5599
n132c	Head, Strength Plans	CDR Callahan	(703) 614-5406	224-5406
n132c1	Asst Strength Planner	LCDR Kikla	(703) 614-5446	224-5446
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	Vacant	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Vicente	(703) 695-3856	225-3856
n132c4a	Early Out/HYT	PNCS(SW) Houtzer	(703) 695-3853	225-3853
n132c5	Asst Strength Planner	LT Manfull	(703) 695-0888	225-0888
n132c6	CNRC Liaison	CDR Syring	(703) 695-6203	225-6203
n132c7	Span Programmer	Ms. Pruntseva	(703) 695-0888	225-0888
n132d	Head, ECM	CDR Arendt	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	LCDR McGovern	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	LCDR Zolla	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Grice	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	ENCM(SW) Arciaga	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Harris	(703) 614-4827	224-4827
n132d5	Surf Com System ECM	LCDR Kozloski	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Proctor	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCS(SW) Matcke	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM	CDR Carlson	(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCM(EOD) Marshall	(703) 614-6854	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	ENS Chittick	(703) 695-3914	225-3914
n132d8	CT/Frgn Lang ECM	CDR Bryce	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACM(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICM(SW) Hagert	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Riley	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCM(SW) Licastro	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM Wilson	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCS(SW) McCormick	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	LCDR DelToro	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Reed	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCS(SW) Boyer	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	(703) 614-6864	224-6864
n132d12	TAR Surface ECM	LCDR Ross	(703) 695-3905	225-3905
n132d13	Medical/Dental ECM	CAPT Senn	(703) 695-3868	225-3868
n132d13a	Medical/Dental Tech Ad	DTCM(SW) Dziadon	(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HMI Powell	(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad	DTC(SW/FMF) Green	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Brooks	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Baquer	(703) 614-6850	224-6850

n132d15a	Asst Supply ECM	LT Menard	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	SK2(SW) Taitt	(703) 695-6251	225-6251
n132d15d	Supply Tech Adv	SKCM(SW) Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	LCDR Lee	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Tan	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	CAPT Darrah	(703) 693-1227	223-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(SW) Kowalczyk	(703) 693-1226	223-1226
n132d17c	Asst Intel Specialist ECM	ISCS(SW) Boynan	(703) 614-3917	224-3345
n132d17d	Asst Intel Specialist ECM	ISC Lewis	(703) 693-3345	223-3345
n132e	Section Head, Quota Management Office	LCDR Griffin	(703) 695-6431	225-6431
n132e1	"A" School Pgm. Mgr.	Mr. Olaes	(703) 695-3953	225-3953
n132e3	Lead Planner	LT Williams	(703) 614-2608	224-2608
n132e6	"C" School Pgm. Mgr. - NECs 5000-9999	YNCS(SW) Barry	(703) 695-3957	225-3957
n132e8	"C" School Pgm. Mgr. - NECs 0000-4999	Ms. Cannon	(703) 695-6545	225-6545
n132e9	Analysis	Mrs. Walls	(703) 693-2334	223-2334
n132e10	Other Service Quota Coordinator	Ms. Chmielewski	(703) 695-6430	225-6430
n132e11	Other Service Quota Coordinator	Ms. Whitlock	(703) 693-0205	223-0205
n132e12	Analyst	Ms. Livingston	(703) 695-3981	225-3981
n132e13	Analyst	Mr. Erdmann	(703) 695-3982	225-3982
n132e14	CNRC Liaison	Mr. Chmielewski	(703) 695-3756	225-3756
n133d	Nuc Program ECM	CDR Palisin	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Pyburn	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

## Enlisted Assignment Division (PERS-40)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p40	Director, Enlisted Assign. Division	CAPT Klatt	(901) 874-3546	882-3543
p40b	Dep. Director, Enlisted Assign. Div.	CDR Sierra	(901) 874-3543	882-3543
p40bb	Special Asst, Director Enlisted Assignments	LT Kobiec	(901) 874-3510	882-3510
p40cc	PCS Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	Early Return Coordinator/EFMDetailer Liaison	Mr. J. Ferdinand	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer/SEA Placement	CMDMC(SW) Balla	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNCS(SW) Garella	(901) 874-3542	882-3542
p40g	Enlisted Detailing LCPO	ABCM(AW) Weber	(901) 874-3539	882-3539

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

## NPC Miscellaneous

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p81	Head, Reenlistment Incentive Branch	LCDR Cole	(901) 874-3208	882-3208
p81b	Asst. Head, RIB	LT Cox	(901) 874-3255	882-3255
p81c	Conversions Leading Petty Officer	YN1 Raines	(901) 874-4166	882-4166
p811	LCPO, RIB	PNCM(SW) Smallwood	(901) 874-2245	882-2245
p811a	Enlisted Examination Board Sup	Ms. Frye	(901) 874-4615	882-4615
p811a1	Enlisted Advancements Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224
p811a3	Enlisted Advancements Admin Support	HM1 Schaller	(901) 874-3256	882-3256
p811a4	Enlisted Advancements Admin Support	SK1 McNamara	(901) 874-3257	882-3257
p811e2	Conversions Case Worker	MS2 Foster	(901) 874-3361	882-3361
p811e3	Conditional Reenlistment/Ext. Case Worker	Ms. Craft	(901) 874-3238	882-3238
p811e4	Conversions/Extensions/Reenlistment Mgr.	PNC(SW) Little	(901) 874-3205	882-3205
p811e5	Conversions Case Worker	OS2(SW) Wright	(901) 874-3681	882-3681
p811e7	Selective Reenlistment Bonus BCNR Case Worker	Ms. Harris	(901) 874-3147	882-3147
p811f	Reenlistment Incentives	MMC(SS) Ogle	(901) 874-3215	882-3215
p811f1	SDAP Manager	PN1 Jones	(901) 874-3207	882-3207
p811f2	SRB/STAR/ADV SRB Case Worker	PN3(SW) Davis	(901) 874-4993	882-4993
p811f4	SRB/OTT/SDAP Case Worker	YN3(SW/AW) Johnson	(901) 874-3216	882-3216
p811f5	SRB/SDAP/STAR/Phased EB/OTT/LSRB Mgr.	MMC(SS) Dovel	(901) 874-3424	882-3424
p811g3	Conversions Case Worker	AO2 Steele	(901) 874-3193	882-3193
p811h	Enlisted General Assignment Recall Mgr.	PN1 Smith	(901) 874-4024	8824024
			(901) 874-3915	882-3915

p811f5	SRB/SDAP/STAR/Phased EB/OTT/LSRB Mgr.	MMC(SS) Dovel	(901) 874-3424	882-3424
p811g3	Conversions Case Worker	AO2 Steele	(901) 874-3193	882-3193
p811h	Enlisted General Assignment Recall Mgr.	PN1 Smith	(901) 874-4024	8824024
p812	Head, Reserve Enlisted Advancement Branch	PNCM(SW) Taylor	(901) 874-4540	882-4540
p812a	Asst Head, REAB	PNC Johnson	(901) 874-4541	882-4541
p812a2	Admin Support	PNSN Peele	(901) 874-4542	882-4542
p812a3	Admin Support	PN2 Laird	(901) 874-3196	882-3196

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Seabees (PERS-401C)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p401	Branch Head	LCDR Jones	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Stanley	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3655	882-3655
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Stanley	(901) 874-3571	882-3571
p401cc1	All E7s	SWCS(SCW) Young	(901) 874-3559	882-3559
p401cd	CE/UT E1-E6	CEC(SCW) Townsend	(901) 874-3570	882-3570
p401cd1	CE/UT E1-E6	UT1(SCW) Harvey	(901) 874-3565	882-3565
p401ce	BU/EA/SW E1-E6	SWC(SCW) Wagner	(901) 874-3556	882-3556
p401ce1	BU/EA/SW E1-E6	BU1(SCW) Erhart	(901) 874-3653	882-3653
p401cf	EO/CM/E1-E6	CMC(SCW) Li	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568
p401a	Seabee Admin Assistant	Diane Ramirez	(901) 874-3575	882-3575

## SEAL/EOD/Divers/SWCC (PERS-401D)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p401	Branch Head	LCDR Jones	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	GMCM(SEAL) Culley	(901) 874-3563	882-3563
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3564	882-3564
p401dc	Fleet Diver	ENCM(MDV) Briggs	(901) 874-3561	882-3561
p401de1	In-service Recruiter	MRCS(SEAL) Chavez	(901) 874-3574	882-3574
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401dh2	Special Warfare Package Handler	IT1(SW) Pugh	(901) 874-3557	882-3557
p401di	SWCC	EMCS(SWCC) Warrelmann	(901) 874-3573	882-3573
p401a	SEAL/EOD/Diver/SWCC Admin Assistant	Maribel Harris	(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Engineering/Hull (PERS-402)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402cg	Branch Master Chief	MMCM Watson	(901) 874-3607	882-3607
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Cook	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW) Gebhart	(901) 874-3591	882-3591
p402cd1	EM E6	EMC(SW) Honaker	(901) 874-3577	882-3577
p402cd2	EM E5	EM1(SW) Mitchell	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) McLean	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW) Watson	(901) 874-3607	882-3607
p402cf1	MM E1-E4 PAC	MMC(SW/AW) Ramirez	(901) 874-3579	882-3579
p402cf2	MM E6	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMC(SW) Pleinis	(901) 874-3589	882-3589
p402cf4	MM E1-E4 LANT	MMC(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E7/SGPI	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cf6	MM Avails/"A" Schools	MM2(SW) Hicks	(901) 874-3544	882-3544
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Carbone	(901) 874-3599	882-3599
p402cg1	GSE/GSM E6	GSMC(SW) Duran	(901) 874-3612	882-3612
p402cg2	GSE/GSM E1-E4	GSE1(SW) Gonzalez	(901) 874-3614	882-3614



p402cg3	GSE/GSM E5/Schools	GSEC(SW) Aanerud	(901) 874-3587	882-3587
p402dc	IC E6-E8	ICC(SW) Pavelka	(901) 874-3594	882-3594
p402dc1	IC E5	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E1-E4	IC1(SW) Robertson	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de1	MR/IM/OM E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools	HTC(SW) Pieper	(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools	HT1(SW) Smith	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Teichs	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3613	882-3613
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) Sensano	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Johnson	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Neathery	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Vetter	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YN3 Capley	(901) 874-3600	882-3600
p402a2	Admin Support	Vacant	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Submarine/Nuclear Power (PERS-403)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p403	Branch Head	CAPT Harkins	(901) 874-3636	882-3636
p403b	Asst Branch Head	LT Simmons	(901) 874-3623	882-3623
p403eh	PERS-403 Master Chief, "D/E" Shop RAO, COB/CMC Detailer	CMDCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YN1(SS) Norville	(901) 874-3633	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	STS1(SS) Johnson	(901) 874-3643	882-3643
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Simmons	(901) 874-3623	882-3623
p403c	"C" Shop Rating Assignment Officer	ETCM(SS) Scott	(901) 874-4696	882-4696
p403cb	"C" Shop Asst Rating Assignment Officer	EMCS(SW/AW) DeSelms	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETCS(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Walker	(901) 874-3627	882-3627
p403ce	Nuclear ET E1-E6 3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear EM E1-E6 3354/64	EM1(SS) Bowler	(901) 874-3624	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	MMC(SS) Nystrom	(901) 874-3628	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	MMC(SS) Hargrove	(901) 874-3630	882-3630
p403ci	Nuclear ET E1-E6 3383/93	ET1(SW) Young	(901) 874-3651	882-3651
p403cj	Nuclear Surface CPO	MMCS(SW/SS) Ross	(901) 874-3648	882-3648
p403ck	Nuclear EM E1-E6 3384/94	ET1(SW) Baca	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SW) Patey	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MM1(SS) Strong	(901) 874-3625	882-3625
p403cr	Nuclear MM E1-E6 3385/95	MMC(SW) Goodman	(901) 874-3632	882-3632
p403ct	Nuclear MM ELT E1-E6 3386/3396	MMC(SW) Hogan	(901) 874-2357	882-2357
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Taylor	(901) 874-4933	882-4933
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCM(SS) Marlinga	(901) 874-3641	882-3641
p403de	MT	MTC(SS) Chattin	(901) 874-3649	882-3649
p403df	"D" Shop Asst RAO/MM(Weps)	MMCS(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403dl	STS E1-E5	STS1(SS) Bearden	(901) 874-3616	882-3616
p403dh	"D" Shop ARAO/STS E6-E9	STSCS(SS) Duvall	(901) 874-3646	882-3646
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	ETC(SS) Gamblin	(901) 874-3619	882-3619

p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/ 14EM/CM + Pipelines	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNC(SS) Rivera	(901) 874-3620	882-3620
p403eg	MS	MSCS(SS) Wilson	(901) 874-3638	882-3638
p403ej	SK	SKC(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	ET E1-E6 33XX/CM/XO/Nav/Comm Accessions/ 14SM + Pipeline, SSBN	ETC(SS) Page	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training, Medical Waiver, Sub Vol/ Disqual/Conversion Coordinator	YN2(SS) Brophy	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Aviation (PERS-404)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404dh	Branch Master Chief	AGCM(AW)Mugler	(901) 874-3656	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)	LT Propst	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Bucey	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AECM(AW) Braden	(901) 874-3662	882-3662
p404ce1	AE E5-E6	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E4 & Below/"A" School	AE1(AW/SW) Schroeder	(901) 874-3703	882-3703
p404cf	AV/AF/8300	AVCM(AW) Riley	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Overall	(901) 874-3663	882-3663
P404cr1	AO E4 & Below/"A" School	AO1(AW/SW) Reifsnnyder	(901) 874-3665	882-3665
p404cr2	AO E6	AOC(AW) Bottorff	(901) 874-3704	882-3704
p404cr3	AO E5	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E7-E8	ATCS(AW) Doss	(901) 874-3660	882-3660
p404ct1	AT E5-E6	ATC(AW/SW) Ziegler	(901) 874-3683	882-3683
p404ct2	AT E5-E6	AT1(AW) Garrison	(901) 874-3684	882-3684
p404ct3	AT "A" & "C" Schools	AT1(AW) Branch	(901) 874-3659	882-3659
p404ct4	AT E1-E4	ATC(AW) Duncan	(901) 874-3701	882-3701
p404de	AB E7-E9	Vacant	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(AW) Hendrickson	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Kay	(901) 874-3687	882-3687
p404df	AC	ACCM(AW)Telling	(901) 874-3666	882-3666
p404dg	AD E7-E8	ADCS(AW) Merrell	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Villalobos	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	ADC(AW) Alexander	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Mugler	(901) 874-3656	882-3656
p404dh1	AG	AG2(SW) Perez	(901) 874-3904	882-3904
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dj1	AS E5 and below	AS1(AW) Burns	(901) 874-4904	882-4904
p404dk	AZ E6-E9	AZCS(AW/SW) Steiert	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZC(AW) Dean	(901) 874-3672	882-3672
p404DL	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCM(AW/FPJ) Heck	(901) 874-3690	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec	AW E7-E9	AWCM(AW/NAC) Russell	(901) 874-3673	882-3673
p404ec1	AW E1-E6	AWC(AW/SW/NAC) Hunt	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	ATCM(AW/NAC) Lynch	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AD1(AW/NAC) Hoel	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMC(AW/SW/NAC) Hoffman	(901) 874-3695	882-3695
p404eh	Aircrew Flt Eng/REEL Op/Loadmaster	AEC(AW/NAC) Dorpinghaus	(901) 874-3676	882-3676
p404ej	AM E7-E8	AMCS(AW) Wooten	(901) 874-3696	882-3696
p404ej1	AM E6	AMC(AW/SW) White	(901) 874-3680	882-3680
p404ej2	AM E5	AM1(AW)Phelps	(901) 874-3697	882-3697
p404ej3	AM E1-E4	AM1(AW) Morton	(901) 874-3699	882-3699

p404ej4	AM "A" School/AM E1-E4/NDI	AM1(AW) Garrett	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) Lozano	(901) 874-3678	882-3678
p404EL	Aviation New Construction/Decom	AZCS(AW) Dawson	(901) 874-3698	882-3698
p404EL1	Aviation New Construction/Decom/CEFIP	AW1(AW/NAC) Ball	(901) 874-3679	882-3679
p404a2b	Admin Department	YN2(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Peterson	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Darlene Terry	(901) 874-3667	882-3667
p404a5	Admin Department	Mrs. Lapeachtriss Turner	(901) 874-4697	882-4697
p404a7	Admin Department	Mrs. Debra Sigee	(901) 874-3526	882-3526

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Admin, Deck, Supply (PERS-405)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p405	Branch Head	CDR Barnhill	(901) 874-3754	882-3754
p405e	Supply RAO/Asst. Branch Head	LCDR Belanger	(901) 874-3731	882-3731
p405c	Admin Rating Assignment Officer	LTJG Minimo	(901) 874-3709	882-3709
p405d	Deck Rating Assignment Officer	LT Beachy	(901) 874-3712	882-3712
p405fe	Branch LCPO	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405c1	Admin LPO	YN2 Mason	(901) 874-3711	882-3711
p405c2	Admin Asst.	Nancy Gosnell	(901) 874-4758	882-4758
p405c3	Admin Asst.	Tracy Curtiss	(901) 874-2344	882-2344
p405c4	Admin Asst.	PN3 Davis	(901) 874-3710	882-3710
p405c5	Admin Asst.	Evelyn Shorts	(901) 874-2346	882-2346
p405c6	Admin Asst.	Ellen Griggs	(901) 874-2345	882-2345
p405c7	Admin Asst.	Lisa Brown	(901) 874-2344	882-2234
p405cd	YN E7-E9	YNCS(SW/AW) Harris	(901) 874-3761	882-3761
p405cd2	YN E5-E6	YNC(SW) Roddy	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YNC(SW) Braden	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405ce	PN E7-E9	PNCS(SW/AW) Southall	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNC(SW) Vermeulen	(901) 874-3753	882-3753
p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cfx	JO & RP E1-E9	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM E1-E9	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc2	BM E6	BMC(SW/AW) McLeod	(901) 874-3739	882-3739
p405dc3	BM E5 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E5 (PAC)	BM1(SW) Evans	(901) 874-3740	882-3740
p405dc4	BM E1-E4	BM2(SW) Mahan	(901) 874-4637	882-4637
p405df	MA E6-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E1-E5	MAC(SW) Jones	(901) 874-3750	882-3750
p405dd	SM E6-E9	SMC(SW) Cook	(901) 874-3726	882-3726
p405dd1	SM E1-E5	SM1(SW) Smith	(901) 874-2364	882-2364
p405de	QM E6-E9	QMCS(SW) Haffey	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Frasier	(901) 874-3727	882-3727
p405ec	MS E7-E9	MSCM(SW/AW) Jones	(901) 874-3741	882-3741
p405ec1	Flag MS Detailer	MSCS(SW/AW) Clarida	(901) 874-3871	882-3871
p405ec2	MS E6 & "C" School	MSC(AW) Kavanagh	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Ecobiza	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW/AW) Kennard	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Sea & "A" School	MS1(SW/NAC) Caldwell	(901) 874-3717	882-3717
p405ec6	MS E1-E4 Shore	MSC(SW/AW) Andrews	(901) 874-3715	882-3715
p405ed	SH E6-E9	SHCS(SW/AW) Alamillo	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SHC(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SHC(SW) Ciapponi	(901) 874-3744	882-3744
p405fc	AK/SK E7	SKCS(SW) Barrera	(901) 874-3745	882-3745
p405fc1	AK/SK E5 Shore	SKC(SW) Cruz	(901) 874-3723	882-3746
p405fc3	AK/SK E6 Shore	SKC(SCW) Limpin	(901) 874-3746	882-3722
p405fc4	AK/SK E1-E4 Sea & AK/SK "A" School	SK1(SW/AW) Repuyan	(901) 874-3722	882-3723

p405fc5	AK/SK E1-E4 Shore & AK "A" School	SK1(SW) Madrigal	(901) 874-3721	882-3721
p405fd	SK E8-E9	SKCM(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK/SK E6 Sea	SKCS(AW/SW) Costin	(901) 874-3748	882-3748
p405fd2	AK/SK E5 Sea	AKC(AW) Batac	(901) 874-3747	882-3747
p405ee	PC/LI E1-E9	PCC(SW) Santos	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Haizlip	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Technical (PERS-406)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p406	Branch Head, Technical Assignments Branch	LCDR Wisniewski	(901) 874-3791	882-3791
p406cf	Branch Master Chief	STGCM(SW) Koebke	(901) 874-3762	882-3762
p406c	Rating Assignment Officer (FC, GM, OS)	OSCM(SW) Pritchard	(901) 974-3777	882-3777
p406d	Rating Assignment Officer (ET, IT)	LT Beard	(901) 874-3769	882-3769
p406e	Rating Assignment Officer (STG, TM, MN)	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Artis	(901) 874-3762	882-3762
p406cf1	FC E5 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E5 (PAC)	FCC(SW) Kordish	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FCC(SW) Keller	(901) 874-3780	882-3780
p406cf4	FC E6	FCCS(SW/AW) Burch	(901) 874-3848	882-3848
p406cg	GM E7-E9	GMCS(SW) Baysingar	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMCS(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCS(SW) McKinley	(901) 874-3788	882-3788
p406cq1	OS E5 (PAC)	OSC(SW) Driscoll	(901) 874-3211	882-3211
p406cq2	OS E6	OSC(SW) Pruitt	(901) 874-3776	882-3776
p406cq3	OS E1-E4	OS1(SW) Smith	(901) 874-3759	882-3759
p406cq4	OS E5 (LANT)	OS1(SW) Caldwell	(901) 874-3789	882-3789
p406cq5	OS Schools/"A" School Detailer	OS1(SW) Horvath	(901) 874-3758	882-3758
p406de	ET E7-E9	ETCM(SW) Wilson	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW/AW) Barclay	(901) 874-3795	882-3795
p406de2	ET E1-E6 (LANT)	ETC(SW) Carter	(901) 874-3796	882-3796
p406de3x	ET E1-E6 (PAC)	ETC(SW) Reynolds	(901) 874-3770	882-3770
p406de4x	ET E1-E6 (PAC)	ETC(SW/AW) Lykins	(901) 874-3771	882-3771
p406de5	ET Training/"A" School	ETC(SW) Patrick	(901) 874-3768	882-3768
p406dr	IT E7-E9 (LANT)	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5 (LANT)	IT1(SW) Febus	(901) 874-3765	882-3765
p406dr3	IT E5 (PAC)	ITC(SW) Wells	(901) 874-3793	882-3793
p406dr4	IT E7-E9 (PAC)	ITCS(SW) Courchene	(901) 874-2365	882-2365
p406dr5	IT E6 (LANT/PAC)	ITC(SW) Jasper	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Green	(901) 874-3784	882-3784
p406dr7	IT "A" and "C" Schools	IT1(SW) Borne	(901) 874-3785	882-3785
p406dr8	IT E1-E4 (LANT)	ITC(SW/AW) Ryan	(901) 874-3767	882-3767
p406dr9	IT E6 (PAC)	ITCS(SW) Leavy	(901) 874-3736	882-3736
p406em	MN	MNC(SW) East	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Koebke	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STGC(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGCS(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Cote	(901) 874-3774	882-3774
p406a	Admin Support	YN3 Cady	(901) 874-3779	882-3779
p406a1	Admin Support	YN2 Nicholas	(901) 874-3090	882-3090
p406a2	Admin Supervisor	PN3(SW) Luckett	(901) 874-3761	882-3761
p406a3	Admin Support	Mrs. Beck	(901) 874-3778	882-3778
p406a4	Admin Support	Mrs. Blake	(901) 874-3777	882-3777
p406a5	Admin Support	Mrs. Lowe	(901) 874-4237	882-4237
p406a6	Admin Support	Ms. Hoyer	(901) 874-3794	882-3794

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Medical/Dental (PERS-407)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p407	Branch Head	CAPT Dobbs	(901) 874-3808	882-3808
p407c	Asst Branch Head	LT Holdridge	(901) 874-3816	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707	DTCM(SW/FMF) Johnson	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 07, 52, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & Below, 8707, 32, 83	DT2(FMF) Marquez	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM E1-E8 8408, 45, 46, 63, 67, 83, 85, 86, 89, 8541	HMC(SW/AW) Murray	(901) 874-3800	882-3800
p407ch	HM 8403, 25, 27, 93, 94	HMCS(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS/FMF) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HMC(SW/AW) Boyd	(901) 874-3809	882-3809
p407ck1	HM "A" Schools	HM2(SW/AW) Hawkins	(901) 874-3812	882-3812
p407ck4	HM "C" Schools	Ms. Mary Koziol	(901) 874-3820	882-3820
p407cm1	HM (LANT) E4 & Below Sea Detailer	HM1(SW) Simons	(901) 874-4651	882-4651
p407cm2	HM (PAC) E4 & Below Sea Detailer	HM1(FMF) Carlson		
p407cn	HM E5 Sea/Shore Detailer	HMC(SW) Covington	(901) 874-3804	882-3804
p407cp1	HM E4 & Below Shore Detailer	HMC Aviles	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 66, 72, 82	HMC(FMF) Hernandez	(901) 874-3802	882-3802
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06	HM1 Curtis	(901) 874-3814	882-3814
p407a	Admin Support	Ms. Heidi Ogle	(901) 874-3819	882-3819
p407a1	Admin Support	HM2 Guedea-Topete	(901) 874-3799	882-3799
p407a2	Admin Support	Ms. Ginger Hummer	(901) 874-3817	882-3817
p407a3	Admin Support	Mr. T. J. Bullard	(901) 874-3801	882-3801
p407a5	Admin Support	HM2(FMF) Perkins	(901) 874-3815	882-3815

Fax: DSN 882-2645 or Comm (901)874-2645.

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## **CT/IS/EW (PERS-408)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p408	Branch Head	CDR LaQuinta	(901) 874-3821	882-3821
p408cb	Branch Master Chief/Office Manager	CTACM Fobes	(901) 874-3824	882-3824
p408c	Rating Assignment Officer	CWO3 Kelley	(901) 874-3841	882-3841
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842
p408cd	IS E6 & above	ISCS(SW/AW) Lavieri	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Fayad	(901) 874-3842/23	882-3842
p408cj	T Branch E5 & below	CTT1(SW/AW) Jenkins	(901) 874-3842/23	882-3842
p408cj1	T Branch E6 & above	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(AW) Paxton	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Knowles	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTMC(SG/AW) Rosemeyer	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW)Hansen	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRCS(SW) Engle	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTR1(SW) Coss	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(SG) Reeb	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(NAC) Keown	(901) 874-3842/23	882-3842
p408CL	EW E6 & above	EWCS(SW/AW) Lanham	(901) 874-3825	882-3825
p408CL1	EW E5 & below	EWCS(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	CDR Taylor	(901) 874-3852	882-3852
p409a	Admin Supervisor	PN2(SW) Lewis	(901) 874-3844	882-3844
p409a1	New Construction Admin Assistant	YN3(SW) Sisson	(901) 874-3856	882-3856
p409cd1	Branch Master Chief	CMDCM(SW) Hixson	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	CVN 76 Detailer	EMC(SW/AW) Sarmiento	(901) 874-4729	882-4729
p409cd4	LCAC/New Const. Detailer	BMCS(SW/FMF) Beaman	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd7	New Const. Detailer	AE1(AW/SW) Taranski	(901) 874-3847	882-3847
p409cd8	CVN 76 Detailer	ABHCS(AW) Kons	(901) 874-2305	882-2305
p409cd9	New Const. Detailer	GSM1(SW) Anderson	(901) 874-2306	882-2306
p409dc	Decommissionings/Homeport Changes	FCC(SW) Burgess	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	YN3(AW) Shepherd	(901) 874-3855	882-3855
p409dc3	Decommissionings/Homeport Changes	PN1(AW) Catbagan	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	LCDR Dean	(901) 874-3864	882-3864
p4010s	Branch Master Chief/RAO, "A" Schools/ NATO/Joint/Washington Placement	ITCM(SW/AW) Jackson	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3(SW) Morgan	(901) 874-3860	882-3860
p4010a3	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer	NCCS Cason	(901) 874-3868	882-3868
p4010c2	Recruiter E6 Detailer	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5 Detailer	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010c4	Recruiter Lead/E7-E8 Detailer	OSC(SW) Ragland	(901) 874-2352	882-2352
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	MMC(SW) Duncan	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC/Bearings Point	GMC(SW) Green	(901) 874-3862	882-3862
p4010d2	Brig/CCU/Physical Security/Women Ashore	GMS1(SW) Smith	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	SMC(SW) Cline	(901) 874-3863	882-3863
p4010e1	Asst. Physical Security Detailer	MA1(SW) Fisher	(901) 874-3870	882-3870
p4010f	Major Washington/Millington Staffs	YNCS(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Melton	(901) 874-3886	882-3886
p4010g	Joint Area Placement	PNC(AW) Preston	(901) 874-3872	882-3872
p4010k	Enlisted to Officer Accessions Detailer/NACIC/ SERE/Bearings Point/Women Ashore	SMC(SW/AW) Kircher	(901) 874-3874	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	YNCS(SW) Medley	(901) 874-2373	882-2373
p4010s2	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assign. Conversions via "A" Sch.	YN2(SW) Lowe	(901) 874-2287	882-2287
p4010s4	"A" School Rating Assignment PO	PN2(AW) Sorrell	(901) 974-3866	882-3866
p4010s5	"A" School Rating Assignment PO	PN2(SW/AW) Ensign	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School	YN1 Mills	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assign. PO/NAVET/OSVET/Recl	OS2(SW) Baltushis	(901) 874-3883	882-3883
p4010s9	"A" School Rating Assign. PO/NAVET/OSVET/Recl	OS2(SW) Triebwasser	(901) 874-3873	882-3873

Fax: DSN: 882-2646 or Comm (901) 874-2646.

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## **Musician (PERS-64)**

<u><b>E-mail</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT Ingraham	(901) 874-4317	882-4317
p64d	Detailer	MUCS Wowk	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **TAR**

<u><b>Code</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
N4	Director	CDR Farrell	(504) 678-6936	678-6936
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sperry	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	ASC(AW) Clish	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Miles	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNCS(AW) Woods	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Warren	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Grubb	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWC(AW/NAC) Jones	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	ENC(SW) White	(504) 678-6206	678-6206
N419	BM/ET/IT/SN	ITC(SW) Cannon	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1 Powell	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	PN2 Martinez	(504) 678-1217	678-1217
N426	CANREC/CRF	NCC(NAC) Cockrell	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

## **Enlisted Placement Management Center (EPMAC)**

<u><b>E-mail</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
ep40	Commanding Officer	CAPT Sheehan	(504) 678-1470	678-1470
ep40a	Executive Officer	LCDR Nielson	(504) 678-5744	678-5744
epcmc	Command Master Chief	CMDMC(SS) Cooley	(504) 678-1524	678-1524
ep40b	Director, Rating Specialist Department	LCDR Meyers	(504) 678-0646	678-0646
ep407a	LCPO	HMCM(SS/PJ) Williams	(504) 678-0435	678-0435
ep401	Director, Seabees/SEAL/EOD/Divers Division	Mr. Cleighton	(504) 678-1627	678-1627
ep402	Director, Engineering/Hull Division	Mr. Streittmatter	(504) 678-6501	678-6501
ep403	Director, Nuclear Power Submarine Division	Mr. Cleighton	(504) 678-1627	678-1627
ep404	Director, Aviation Division	Mr. Ledbetter	(504) 678-1427	678-1427
ep405	Director, Admin/Deck/Supply Division	LT Riveras	(504) 678-1667	678-1667
ep406	Director, Technical Division	Mr. Cleighton	(504) 678-6731	678-6731
ep407	Director, Medical/Dental Division	LT Riveras	(504) 678-1667	678-1667
ep408	Director, Intelligence Division	Mr. Cleighton	(504) 678-1627	678-1627
ep411a	Sea Placement (PAC)	FCC(SW) Blackburn	(504) 678-1896	678-1896
ep412a	Sea Placement (LANT)	GMCS(SW) Bales	(504) 678-0208	678-1049
ep40p1	PC EDVR/Placement Analyst	Mr. Cambel	(504) 678-1157	678-1157
ep42a	Submarine Placement	ETCS(SS) Cox	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520
ep44	Special Program Placement	Mr. E. J. Robinson	(504) 678-5008	678-5008
ep441	Special Program Placement	LT A. Brooks	(504) 678-5114	678-5114
ep4412	Seabee Placement	BUC(SCW) Frye	(504) 678-1011	678-1011
ep4413	SPECWAR/EOD/Diver Placement	ICCS(EOD) R. White	(504) 678-1956	678-1956
ep4414	MA/Phys Sec Placement	MACM(AW/SW) J. Elkins	(504) 678-1635	678-1635
ep442	Medical/Dental Placement	HMC(SW/AW/FMF) K. Simpson	(504) 678-5004	678-5004
ep451	Shore Placement (LANT)	PNC(SW) Townsend	(504) 678-1848	678-1848
ep452	Shore Placement (PAC/Reserve)	PN1 Taylor	(504) 678-1440	678-1440

ep453	Shore Placement (BUPERS)	ITC(SW) Randall	(504) 678-6287	678-6287
ep46	Director, MCA Readiness	Mr. O'Quinn	(504) 678-5409	678-5409
ep461	Director, NMP Division	Mr. Yumul	(504) 678-5214	678-5214
ep47	Director GENDET Detailing	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	HP Guarantee/Sensitive Moves	Mrs. Malcolm	(504) 678-1433	678-1433
ep471a	Lead GENDET Detailer	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom/FN Det	GM2(SW) Waldron	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	PN2(SW) Collins	(504) 678-1707	678-1707
ep471g	AN Detailer (Assignments)	EN2(SW) Robinson	(504) 678-5732	678-5732
ep471h	SN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer (Assignments)	PN3(SW) Galdamez	(504) 678-5732	678-5732
ep472	Director Immediate Avails/Assign Div.	ASCS(AW) Stepnick	(504) 678-1722	678-1722
ep472a	Lead Detailer (Immed Avails)	PNC(SW/AW) Woods	(504) 678-1588	678-1588
ep472b	SN/FN/AN Subs Detailer (Avails)	AE2(SW) Jefferies	(504) 678-6772	678-6772
ep472d	SN/FN/AN Detailer (Avails)	PN2(SW) Davis	(504) 678-6204	678-6204
	GENDET Detailing Department Fax			
ep48	Director	Mr. Pridgen	(504) 678-1480	678-1480
ep481	Director, LIMDU Placement Division	HMC(FMF) Kelly	(504) 678-5219	678-5219
ep481a	Transient Analyst	AW1 Mendel	(504) 678-0043	678-0043
ep481b	LIMDU/Special Shore Analyst	OS2(SW/AW) Wright	(504) 678-0207	678-0207
ep482c	Management Assistant	PN2 McClinton	(504) 678-1671	678-1671
ep49	Director, NEC Management	Mr. Kramar	(504) 678-1347	678-1347
ep490a	Assistant Director, NEC Management	PNC Neville	(504) 678-6641	678-6641

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

**To send mail to NPC in Millington, use the address below. Be sure to include the PERS-Code in line three of the address and the PERS + 4 Zip code. The codes are available on the NPC/BUPERS Home Page at: [www.bupers.navy.mil](http://www.bupers.navy.mil)**

**DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
PERS \_\_\_\_  
5720 INTEGRITY DR**

# Detailing Information

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

If your PRD is:	Begin negotiations the first week of:	You must be under orders by the last week of:
January 2003	April 2002	June 2002
February 2003	May 2002	July 2002
March 2003	June 2002	August 2002
April 2003	July 2002	September 2002

PRD:	New REQS:	AM/PM Detailing	<p><b>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</b></p>
January 2003	Apr 9 & 23 May 7 & 29 Jun 11 & 25	Apr 3, 10, 17 & 24 May 1, 8, 15, 22 & 30 Jun 5, 12, 19 & 26	
February 2003	May 7 & 29 Jun 11 & 25 Jul 9 & 23	May 1, 8, 15, 22 & 30 Jun 5, 12, 19 & 26 Jul 3, 10, 17, 24, 31	
March 2003	Jun 11 & 25 Jul 9 & 23 Aug 6 & 27	Jun 5, 12, 19 & 26 Jul 3, 10, 17, 24, 31 Aug 7, 14, 21, 28	
April 2003	Jul 9 & 23 Aug 6 & 27 Sep 10 & 24	Jul 3, 10, 17, 24, 31 Aug 7, 14, 21, 28 Sep 5, 11, 18, 25	